

Department of Navy EEO Program Status Report FY2017



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**Department of Navy
EEO Program Status Report
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Parts A-D

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, 2016, to September 30, 2017 (data as of June 30, 2017).					
PART A Department or Agency Identifying Information	1. Agency		1. Department of Defense		
	1.a. 2 nd level reporting component		Department of the Navy		
	1.b. 3 rd level reporting component				
	1.c. 4 th level reporting component				
	2. Address		2. Room 4E598, The Pentagon		
	3. City, State, Zip Code		3. Washington, DC 20350-1000		
	4. CPDF Code	5. FIPS code(s)	4. NV	5. 95-2	
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees				1. 203,516
	2. Enter total number of temporary employees				2. 3,632
	3. Enter total number employees paid from non-appropriated funds				3. 49,273
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]				4. 256,421
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. The Honorable Richard V. Spencer, Secretary of the Navy		
	2. Agency Head Designee		2. Robert L. Woods, Acting Assistant Secretary of the Navy (Manpower and Reserve Affairs)		
	3. Principal EEO Director Official Title/series/grade		3. Robert L. Woods, Acting Assistant Secretary of the Navy (Manpower and Reserve Affairs), 0340, Senior Executive Service (SES)		
	4. Title VII Affirmative EEO Program Official		4. Paul Boinay, Affirmative Employment Program Manager		
	5. Section 501 Affirmative Action Program Official		5. Meena Farzanfar, People with Disabilities Program Manager		
	6. Complaint Processing Program Manager		6. Deanner White, Complaints Program Manager		
	7. Other Responsible EEO Staff		Celina Kline, EEO Program Director and Director, Office of EEO Doris Wilson, Compliance Manager Vivian Nguyen, Data Analyst (Contracted)		
			Subordinate component Command Deputy EEO Officers and Deputy EEO Officers, as well as the Office of Civilian Human Resources (OCHR) Division Directors and Human Resources Program Managers, with respect to their program responsibilities		

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	Office of the Chief Naval Operations - Washington, DC	NV11	95-2
	Department of the Navy Assistant for Administration - Washington, DC	NV12	95-2
	Office of Naval Research - Arlington, VA	NV14	95-2
	Naval Intelligence Agency - Washington, DC	NV15	95-2
	Bureau of Medicine and Surgery - Falls Church, VA	NV18	95-2
	Naval Air Systems Command - Patuxent River, MD	NV19	95-2
	Bureau of Naval Personnel - Millington, TN	NV22 (B)	95-2
	Manpower, Personnel, Training, and Education - Arlington, VA	NV22 (M)	95-2
	Naval Supply Systems Command - Mechanicsburg, PA	NV23	95-2
	Naval Sea Systems Command - Washington, DC	NV24	95-2
	Naval Facilities Engineering Command - Washington, DC	NV25	95-2
	United States Marine Corps - Quantico, VA	NV27	95-2
	Strategic Systems Programs - Washington, DC	NV30	95-2
	Military Sealift Command - Norfolk, VA	NV33	95-2
	Space and Naval Warfare Systems Command - San Diego, CA	NV39	95-2
	Commander, Navy Installations Command - Washington, DC	NV52	95-2
	Commander, Fleet Cyber Command - Fort Meade, MD	NV55	95-2
	Commander, U.S. Fleet Forces Command - Norfolk, VA	NV60	95-2
	Commander, U.S. Pacific Fleet - Honolulu, HI	NV70	95-2
	Navy Reserve Forces Command - Norfolk, VA	NV72	95-2
	Naval Special Warfare Command - San Diego, CA	NV74	95-2
	Naval Education and Training Command - Pensacola, FL	NV76	95-2

EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01 PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01 PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	X	*Organizational Chart	X

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**Part E
Executive Summary**

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
DEPARTMENT OF THE NAVY	For period covering October 1, 2016, to September 30, 2017	
EXECUTIVE SUMMARY		
<p>Mission</p> <p>The Department of the Navy will recruit, train, equip, and organize to deliver combat-ready Naval forces to win conflicts and wars while maintaining security and deterrence through sustained forward presence.</p> <p>Overview</p> <p>The agency and its EEO Program achieved several major accomplishments in FY2017, making strides in rectifying deficiencies identified in previous MD-715 reports. The Department of the Navy (DON) was recognized as Best Military Department at the Annual Secretary of Defense Disability Awards Ceremony, and received the Secretary of Defense Award for Achievements in Advancing Employment Opportunity for Individuals with Disabilities. DON significantly increased its utilization of the Workforce Recruitment Program to affirmatively hire individuals with disabilities through the Schedule A(u)-hiring authority compared to previous years, recruiting students and recent graduates to work as summer hires and to fill permanent positions. Additionally, DON made excellent progress on eliminating the agency's significant backlog of untimely Final Agency Decisions (FADs). Among DON's greatest accomplishments were substantial improvements in EEO program oversight capabilities and situational awareness. The Navy Electronic Accommodations Tracker (NEAT) system was fully deployed, centralizing management of agency disability accommodations data. A new FAD system was also developed to monitor the status of the agency's Final Agency Decisions and enable DON to concentrate temporary FAD execution resources where needed most. The Affirmative Employment Program also made significant improvements in the accuracy of the DON's Part G Self-Assessment and subsequent reporting of agency compliance with applicable EEO laws, regulations, and directives.</p> <p>Beginning in FY2016 and continuing through the FY2017 reporting cycle, DON conducted a systematic evaluation of its Equal Employment Opportunity (EEO) Program, with particular focus on more accurately assessing its performance, based on the formal compliance measures outlined in Part G of this MD-715 report. In the majority of cases, agency-level deficiencies are assessed by aggregating relevant subordinate component assessment results to produce the DON-wide measures.</p> <p>The DON-wide EEO staff is distributed organizationally among 22 independent subordinate commands and 65 lower-level activities. In providing program oversight, the Office of EEO (OEEO) relies on the subordinate components to self-report their respective program status information and to provide data updates. OEEO implemented new mechanisms over the past two years to obtain more timely, accurate, and complete data updates.</p> <p>Additional issues have occurred due to EEO data system shortfalls including mandatory analyses of disability accommodations, applicant data, and career development information. Training system limitations also present additional concerns.</p>		

Workforce Analysis

A detailed workforce analysis was accomplished in accordance with EEOC Instructions to Federal Agencies for EEO MD-715 (Section II – Barrier Analysis and Elimination). The analysis showed continued low participation of Individuals with Disabilities and Individuals with Targeted Disabilities. Remaining data showed no statistically significant changes from prior-year reports, and relatively consistent participation rates, trends, and associated triggers for each group and in each of the employment life-cycle milestones and conditions evaluated.

Planned Activities

Commensurate with the resources available, initial agency focus areas will prioritize:

1. Further improving OEEO's ability to provide effective agency EEO Program oversight, through greater visibility and accountability of subordinate component EEO programs and better understanding of their unique requirements, resources, strengths, and challenges
2. Analyzing and improving program resources (personnel, training, data systems, funding, and administrative support) for relevant program elements, including those within the subordinate components and activities
3. EEO training of DON employees, managers and supervisors, senior leaders, and EEO practitioners, including more effective and efficient mechanisms for analyzing and managing training compliance (including that of military managers/supervisors of civilians)
4. Increased collaboration between the EEO Program and Human Resources, specifically to resolve deficiencies associated with barrier identification and elimination, EEO training, and EEO data systems, and pre-decisional engagement within the subordinate components
5. Greater compliance with regulatory complaints processing requirements and procedures, including timeliness, accuracy, and completeness of both submissions to the EEOC and updates to the agency's complaints system of record
6. Further analysis of the relationships between EEO, Human Resources, Alternative Dispute Resolution, and legal counsel counterparts, both at the agency-level and subordinate component-level, such that relationships are consistent with regulations

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Part E Attachments

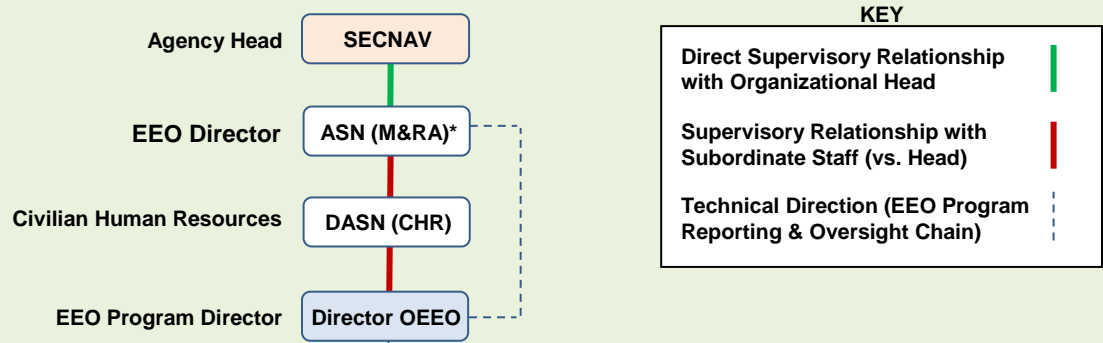
1. Organizational Chart

Department of Navy (DON) EEO Program Organizational Structure

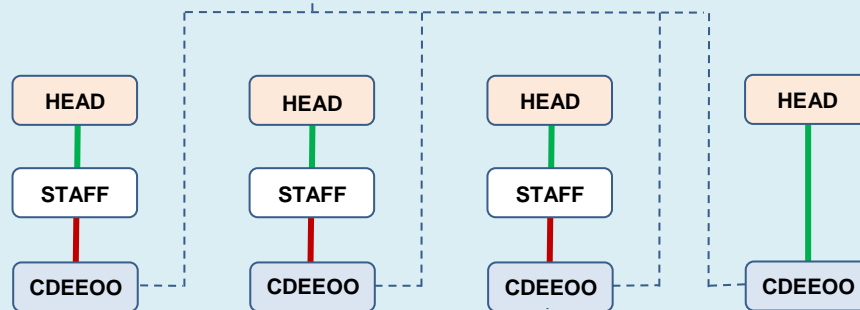
The DON EEO Program organization includes 22 subordinate major commands and 65 lower-level activities. The EEO Director is the Assistant Secretary of the Navy for Manpower and Reserve Affairs (ASN (M&RA)), who works directly for the Agency Head, the Secretary of the Navy (SECNAV). Day-to-day operations of the Office of EEO (OEEO) are directed by the EEO Program Director, under the technical direction of the ASN(M&RA) and administrative direction of the Deputy Assistant Secretary of the Navy for Civilian Human Resources (DASN (CHR)).

Agency-Level

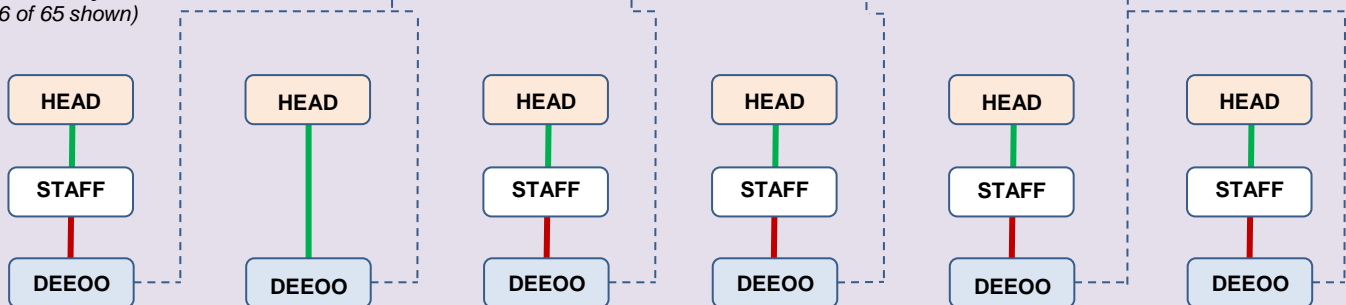
*ASN M&RA has staff who manage multiple programs which includes the EEO Program Director who takes technical authority from ASN M&RA and administrative direction from Deputy Assistant Secretary of the Navy (DASN) Civilian Human Resources (CHR). The EEO program director has a direct line to the M&RA.



Subordinate Major Command-Level (4 of 22 shown)



Subordinate Activity-Level (6 of 65 shown)



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Part E Attachments

2. SECNAV EEO Statement



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

4 Apr 18

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

As the Secretary of the Navy, I am strongly committed to preserving the Department of the Navy's (DON) principles of Equal Employment Opportunity (EEO). The DON's mission to maintain, train, and equip combat-ready forces capable of winning wars, deterring aggression, and ensuring the freedom of the seas is critical, especially as we confront increasingly complex and urgent threats. To that end, every member involved in the DON team must have an equal opportunity to contribute to a more effective, versatile, and resilient organization. Preventing, halting, and remedying all forms of discrimination, harassment, and reprisal within the DON is essential to our organizational success.

It is the DON's policy to provide equal employment opportunities for all persons, regardless of race, color, religion, sex, national origin, age, disability, genetic information, parental status, marital status, political affiliation, military service, prior EEO activity, or any other non-merit based factor.

All DON employees are responsible for adhering to EEO principles, and supervisors, managers, and leaders are expected to maintain an inclusive work environment free from discrimination and harassment. Any employees who feel that they are subjected to unlawful discrimination should contact their command's EEO office.

DON EEO principles are not limited to compliance with federal EEO laws and regulations, but also include the duty to affirmatively break down barriers to equal access and equal opportunity for all. I ask each member of our workforce to take personal responsibility for ensuring that the DON maintains a culture which promotes the full realization of equality of opportunity, and reflects the DON Core Values of Honor, Courage, and Commitment.

Thank you for your hard work and continued dedication to fulfilling the DON's mission in service to our Nation.

A handwritten signature in blue ink, reading "R. Spencer", is positioned above the printed name.

Richard V. Spencer

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Part F

**Program
Certification**

**EEOC FORM
715-01
PART F**

***U.S. Equal Employment Opportunity Commission*
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT**

**CERTIFICATION OF ESTABLISHMENT OF CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Robert L. Woods, am the Principal EEO Director/Official for the Department of the Navy.

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and initiated ongoing barrier analyses efforts aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Signature of Principal EEO Director/Official

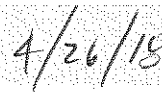
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.



Robert L. Woods
EEO Director
Acting Assistant Secretary of the Navy
(Manpower and Reserve Affairs)

Date

Signature of Agency Head or Agency Head Designee









Robert L. Woods
EEO Director
Acting Assistant Secretary of the Navy
(Manpower and Reserve Affairs)





Date




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**Part G
Self-Assessment Checklist**







EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.				
 Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.		X		
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.		X		
Are new employees provided a copy of the EEO policy statement during orientation?		X		
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?			X	See Part H-1
 Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X		
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X		
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X		





 Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X		
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X		
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?		X		
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		
Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior. <i>DON Response: The DON's Schedule of Offenses and Recommended Penalties is included in Civilian Human Resources Manual (CHRM), Subchapter 752 (http://www.hqmc.marines.mil/Portals/143/Docs/Disciplinary_Actions.pdf).</i>				See DON response (left)
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		X		
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		X		





Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
 Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X		
Are the duties and responsibilities of EEO officials clearly defined?		X		
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
If the agency has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		X		
If not, describe how EEO program authority is delegated to subordinate components.				
 Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		

Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?		X		
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants?		X		
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program X to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?			X	<i>See Part H-3</i>
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204			X	<i>See Part H-3</i>
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204			X	<i>See Part H-3</i>
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X		
 Compliance	The agency has committed sufficient budget to	Measure has		For all unmet

Indicator	support the success of its EEO Programs.	been met		measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?			X	See Part H-4
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Incl. subordinate reporting components?)		X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		X		
Is there a central fund or other mechanism for funding supplies, equipment, and services necessary to provide disability accommodations?		X		
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X		
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?		X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]		X		
Is there sufficient funding to ensure that all employees have access to this training and information?		X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:		X		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		X		
to provide religious accommodations?		X		
to provide disability accommodations in accordance with the agency's written procedures?		X		
in the EEO discrimination complaint process?		X		
to participate in ADR?		X		





Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
 Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X		
 Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X		
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X		
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X		
 Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
Has the agency, when appropriate, disciplined or sanctioned managers and/or supervisors or employees found to have discriminated over the past two years?		X		
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.				





<p>In FY17, a total of 4 findings were issued, involving 5 managers/supervisors and one non-supervisory employee. Penalties and disciplinary actions varied by case, depending on the severity of the violation in question, and pursuant to EEOC administrative judge rulings, where applicable. The range of corrective actions included disciplinary action, official postings, and training for managers and employees. Additionally, the agency has provided a range of pecuniary damages to compensate complainants, including attorneys' fees, back pay, and other monetary compensation.</p>				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?		X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?		X		
<p align="center">Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.</p>				
 Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X		
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		
 Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01
 Measures		Yes	No	

				PART H to the agency's status report
Are all employees encouraged to use ADR?		X		
Is the participation of supervisors and managers in the ADR process required?		X		
Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.				
 Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented adequate data collection/analysis systems that permit tracking of the information required by MD-715 and these instructions?		X		
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?			X	<i>See Part H-5</i>
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?			X	<i>See Part H-5</i>
 Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X		
If yes, briefly describe how: <i>Counseling: The DON requires the use of full-time EEO counselors. In exceptional circumstances, when a major command deems that using contractors is necessary, a waiver must be sent to the DON Office of EEO, who reviews the</i>				





request and statement of work, and holds the EEO processing office responsible for meeting timeframes. Contractor performance measures are reported to major commands.



Investigation: The DON EEO Program offices primarily employ the services of DoD Investigation Review Division (IRD) investigators, and perform significant oversight of the investigative process to ensure timeliness and monitor/improve quality and efficiency. Issues with timeliness are discussed with IRD as they arise. However, due to the significant backlogs within IRD since 2012, the DON EEO Program offices have been using other (non-IRD) contract investigators and providing similar oversight as with IRD.

Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
 Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?			X	See Part H-6
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
Does the agency complete the investigations within the applicable prescribed time frame?			X	See Part H-6
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X	See Part H-6
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?			X	See Part H-6
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X		
 Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	

In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
Does the responsible management official directly involved in the dispute have settlement authority?		X		
 Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X		
 Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is		X		

separate and apart from the unit which handles agency representation in EEO complaints?			
Does the agency discrimination complaint process ensure a neutral adjudication function?	X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	X		

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		
 Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below. <i>DON Response: In accordance with the Department of Defense's (DoD) established payroll procedures derived from Title 5 United States Code (U.S.C.) Chapters 53, 55 and 81, this requirement is not applicable to the DON. As determined by the Under Secretary of Defense (Comptroller)/Chief Financial Officer, the Defense Civilian Pay System (DCPS) is DoD's only approved standard civilian payroll system for employees paid from appropriated, revolving or trust funds. The Defense Finance and Accounting Service (DFAS) is responsible for maintaining system requirements in compliance with all applicable laws and regulations, guidance issued by OPM, Federal, and other taxing authorities, the Department of Treasury, the Department of State and the Department of Labor.</i>			X	See DON response (left)

Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X		
Are procedures in place to promptly process other forms of ordered relief?		X		
 Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
If so, please identify the employees by title in the comments section, and state how performance is measured. <i>DON Response: The DON Compliance Manager is responsible for ensuring the agency complies with all EEOC orders. Their performance plan includes measures of effectiveness for oversight of compliance-related actions.</i>		See DON response (left)		
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X		
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.				
Have the involved employees received any formal training in EEO compliance?		X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:		X		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?		X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?		X		
Compensatory Damages: The final agency decision and evidence of payment, if made?		X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?		X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s		X		

Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.		X		
Compliance Indicator	Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
Does the agency promptly provide to the EEOC the following documentation for completing compliance:				
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).		X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.		X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.		X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.		X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.		X		

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Part H

**Plans to Resolve
Part G Deficiencies**

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
DEPARTMENT OF THE NAVY		Part H-1 Plan (Supervisor Identification)	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Employees are not provided the EEO policy statement when they are promoted into the supervisory ranks.		
OBJECTIVES:	1. Ensure all employees when promoted into the supervisory ranks, are provided copies of the EEO policy statement		
RESPONSIBLE OFFICIAL:	ASN (M&RA)		
DATE OBJECTIVE INITIATED:	11/1/2017		
TARGET DATE FOR COMPLETION OF OBJECTIVES:	9/30/2018		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:			TARGET DATE
1. Ensure a process in place for all employees when promoted to get a copy of the policy statement. This effort will require a "Total Force" perspective, including resources and expertise.			9/30/2018
REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:			

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
DEPARTMENT OF THE NAVY		Part H-2 Plan (EEO Program)	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The EEO Director (ASN M&RA) does report to the agency head. DON has 22 major commands and their 65 subordinate activities. The EEO officials within the commands are called Command Deputy EEO Officers (CDEEOOs). Within the activities, they are known as Deputy EEO Officers (DEEOOs). For both the CDEEOOs and DEEOOs, the majority of them are not under the immediate supervision of the lower level component's head official who is generally a military officer due to the organizational structure of our military component.		
OBJECTIVES:	1. Re-assess subordinate component EEO Officers alignment.		
RESPONSIBLE OFFICIAL:	ASN (M&RA)		
DATE OBJECTIVE INITIATED:	11/1/2017		
TARGET DATE FOR COMPLETION OF OBJECTIVES:	TBD		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:			TARGET DATE (Must be specific)
1. Evaluate alternatives for subordinate component EEO reporting structures.			9/30/2018

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
DEPARTMENT OF THE NAVY		Part H-3 Plan (Resources)	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Some of the Special Emphasis programs are not staffed to include Federal Women's Program and Hispanic Employment Program due to resources being focused on other areas of EEO.		
OBJECTIVES:	1. Re-assess resourcing for all EEO program areas.		
RESPONSIBLE OFFICIAL:	ASN (M&RA)		
DATE OBJECTIVE INITIATED:	11/1/2017		
TARGET DATE FOR COMPLETION OF OBJECTIVES:	TBD		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:			TARGET DATE (Must be specific)
1. Assess the current resourcing for all areas within the EEO program at all levels across DON.			9/30/2018

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
DEPARTMENT OF THE NAVY		Part H-4 Plan (Barrier Investigations)	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		<p>Agency data collection and tracking systems for career development information are inadequate. Data collection and tracking of Non-Appropriated Fund (NAF) employees is highly inefficient, requiring three separate systems that must be manually compiled, prior to integration with data associated with the agency's Appropriated Fund employees. NAF employee data is also incomplete, as not all of the systems produce all relevant MD-715 tables.</p> <p>Additional resources and training are needed to conduct a thorough barrier analysis.</p>	
OBJECTIVES:		<ol style="list-style-type: none"> 1. Analyze various means of consolidating data into one total force system. 2. Have available to all subordinate commands and activities all data required for effective Barrier Investigations. 3. Execute a complete, effective, and efficient Trigger Identification and Barrier Investigation process across DON, including all subordinate commands and activities as well as relevant stakeholders. 	
RESPONSIBLE OFFICIAL:		ASN (M&RA)	
DATE OBJECTIVE INITIATED:		11/1/2017	
TARGET DATE FOR COMPLETION OF OBJECTIVES:		TBD	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:			TARGET DATE (Must be specific)
1. Schedule briefing for all parties involved to develop a more complete data system.			9/30/2018

2. Revising and updating high-level documentation on Triggers and Barrier Investigations to further clarify requirements to all stakeholders.	9/30/2018
REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:	

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
DEPARTMENT OF THE NAVY		Part H-5 Plan (Disabilities)	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The agency needs to ensure effective audits of field facilities to ensure a model EEO program and eliminate discrimination. The agency does not currently process 90% of reasonable accommodations within the timelines.		
OBJECTIVES:	1. Process reasonable accommodation requests within applicable timeframes. 2. Conduct audits of field facilities to ensure a model EEO program and eliminate discrimination.		
RESPONSIBLE OFFICIAL:	ASN (M&RA)		
DATE OBJECTIVE INITIATED:	11/1/2017		
TARGET DATE FOR COMPLETION OF OBJECTIVES:	TBD		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:			TARGET DATE
1. Ensure all command POCs are trained in how to properly process RA requests along with ensuring complete data entry of all FY16 and 17 requests as this is a new system.			9/30/2018
2. Create timetable to conduct audits of field facilities to ensure a model EEO program and eliminate discrimination.			9/30/2018
REPORT OF ACCOMPLISHMENTS/STATUS OF AND/OR MODIFICATIONS TO OBJECTIVE:			

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
DEPARTMENT OF THE NAVY		Part H-6 Plan (Complaints)	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		The agency is still working on being timely in several aspects of the complaints process to include EEO counseling, investigations, final agency decisions, and ensuring investigative files are immediately sent to the EEOC hearing office upon receipt of the request from the EEOC AJ.	
OBJECTIVES:		<ol style="list-style-type: none"> 1. Ensure that all phases and aspects of DON complaints processing are addressed in accordance with regulatory timeframes and associated EEOC policy guidance, including but not limited to counseling, investigations, FADs, hearing requests, compliance with orders, etc. 2. Ensure that information within DON's complaints processing system of record is updated promptly by subordinate components. 3. Ensure DON complaints processing systems collectively have the capabilities of capturing all relevant information. 4. Ensure that case files are immediately sent to the EEOC hearing office upon request from an EEOC AJ. 	
RESPONSIBLE OFFICIAL:		ASN (M&RA)	
DATE OBJECTIVE INITIATED:		11/1/2017	
TARGET DATE FOR COMPLETION OF OBJECTIVES:		TBD	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVES:			TARGET DATE
1. Major command EEO leaders will identify and report any limitations that prevent their respective major commands and/or subordinate activities from fully complying with all regulatory requirements and DON policies and procedures associated with complaints processing by developing plans to address their respective limitations.			9/30/2018
2. The DON Complaints Manager will develop improved oversight mechanisms for monitoring major command complaints processing timeliness, increasing CDEEOO accountability, and increasing functionality of relevant data systems.			9/30/2018

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**Part I
Barrier Analyses**

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
DEPARTMENT OF THE NAVY		Part I-1 (Assessment of Overall Barrier Analysis Program)
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Triggers identified were general (overall) low participation of Hispanic Males and Females, general low participation of Females, and general low participation of Individuals with Targeted Disabilities as compared to the Relevant Civilian Labor Force.	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Overall, in FY2017, DON subordinate components documented a total of 52 barrier analyses. Specifically, subordinate commands were encouraged to limit the number of barrier analyses, in order to focus on achieving measurable progress, rather than planning many separate analyses, and falling short of making systematic progress. The analyses conducted at the component level varied widely and looked at different categories including occupational series and geographic areas.	
STATEMENT OF IDENTIFIED BARRIER	Barriers vary widely among and within the subordinate components. To date specific barriers have been identified.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	No revisions to DON policies, practices, or procedures were implemented as a result of any barrier elimination efforts, however improvements in relevant training and education were implemented to improve visibility of the issues and heighten employee and leadership understanding.	
RESPONSIBLE OFFICIAL:	DON Affirmative Employment Program Manager; DON barrier analyses are conducted by 87 independent EEO offices. Responsible Officials vary by component, and include subordinate Command Deputy EEO Officers (CDEEOOs), Deputy EEO Officers (DEEOOs), and respective component MD-715 preparers.	
DATE OBJECTIVE INITIATED:	Target dates are under review	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	Target dates are under review	

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
Objectives and planned activities vary widely among and within the subordinate components.	Target under review	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
DEPARTMENT OF THE NAVY		Part I-2 (Hispanic Assessment)
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	<p>In response to the recommendations made in the joint OPM/EEOC memorandum, <i>Hispanics in the Federal Workforce</i>, issued on January 18, 2017, OEEO encouraged subordinate components able to incorporate those topical investigations into their FY2017 barrier analysis plans to do so. In the majority of cases, Hispanic participation was already planned as an area of analysis for FY2017.</p>	
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<p>A total of 10 subordinate components documented FY2017 barrier analyses related to Hispanic Males and/or Hispanic Females. Most focused on general low participation.</p>	
STATEMENT OF IDENTIFIED BARRIER Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<p>Barrier identification analyses at the command level is still ongoing.</p>	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<p>Objectives have not yet been identified.</p>	
RESPONSIBLE OFFICIAL:	<p>DON Affirmative Employment Manager; DON barrier analyses are conducted by 87 independent EEO offices. Responsible Officials vary by component, and include subordinate Command Deputy EEO Officers (CDEEOOs), Deputy EEO Officers (DEEOOs), and respective component MD-715 preparers.</p>	
DATE OBJECTIVE INITIATED:	<p>Target dates are under review.</p>	
TARGET DATE	<p>Target dates are still under review.</p>	

FOR COMPLETION OF OBJECTIVE:		
EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Objectives and planned activities vary widely among and within the subordinate components.		Target date under review

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Part J

**Special Program Plan for the
Recruitment, Hiring,
Advancement, and Retention
of Individuals with Disabilities**

MD-715 – Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' Affirmative Action Plan for persons with disabilities (PWD) and those with targeted disabilities (PWTD), EEOC regulations (29 CFR 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention during the entire life cycle of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government. For GS employees, two clusters must be assessed: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. 1614.203(d)(7). For all other pay plans, agencies are to use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

Using the goal of 12 percent as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | | |
|--------------------------------|---|-----------------------------|
| a. Cluster GS-1 to GS-10 (PWD) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| b. Cluster GS-11 to SES (PWD) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |

The percentage of PWD in the GS-1 to GS-10 cluster is 9.6 percent (4,198/43,933). As DON's percentage rate of PWD in grades GS-10 and below is less than the 12% employment goal, the DON has a trigger involving employing PWD in this grade level cluster.

The percentage of PWD in the GS-11 to SES cluster is 9.4 percent (11,501/122,854). As DON's percentage rate of PWD in grades GS-11 and above is less than the 12 percent employment goal, the DON has a trigger involving employing PWD in this grade level cluster.

The percentages in this section account for the DON's permanent workforce within the GS, GM, SES, and other related pay scales, and do not include wage grade occupations or the NAF workforce.

Using the goal of 2 percent as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.

- | | | | |
|---------------------------------|-----|---|----|
| a. Cluster GS-1 to GS-10 (PWTD) | Yes | X | No |
| b. Cluster GS-11 to SES (PWTD) | Yes | X | No |

The percentage of PWTD in the GS-1 to GS-10 cluster is 1.0 percent (437/43,933). As DON's percentage rate of PWTD in grades GS-10 and below is less than the 2 percent employment goal, the DON has a trigger involving employing PWD in this grade level cluster.

The percentage of PWTD in the GS-11 to SES cluster is 0.6 percent (758/122,854). As DON's percentage rate of PWTD in grades GS-11 and above is less than the 2 percent employment goal, the DON has a trigger involving employing PWD in this grade level cluster.

The percentages in this section account for the DON's permanent workforce within the GS, GM, SES, and other related pay scales, and do not include wage grade occupations or the NAF workforce.

Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

In FY2017, DON OEEO has presented on and hosted training sessions pertaining to the changes outlined in the amended regulations implementing Section 501 of the Rehabilitation Act, to include the new 12 percent goal of employing Persons with Disabilities. The audience of the various sessions included SES leaders, and the HR and EEO communities. In FY2018, the 12 percent goal will be communicated to hiring managers and recruiters, via the Deputy Assistant Secretary of the Navy for Civilian Human Resources (DASN (CHR)), and via a DON-wide resurvey of the workforce to encourage accurate self-identification of a disability. Additionally, the target goal will also be added to new EEO training curriculum.

The 2 percent goal of employing Persons with Targeted Disabilities is included in the mandatory EEO web-based training for supervisors hosted by the DON's Total Workforce Management System. The training must be taken within 1 year of initial appointment to a supervisory position, and then as a refresher at least once every 3 years thereafter.

OEEO will work with the Office of Civilian Human Resources to ensure that the 2 percent and 12 percent goals are communicated via the Hiring Manager's toolkit in FY2018.

Section II: Model Disability Program

Pursuant to the regulations implementing Section 501 of the Rehabilitation Act of 1973 (29 CFR §1614.203), agencies must ensure sufficient staff, training, and resources to recruit and hire Persons with Disabilities and Persons with Targeted Disabilities, administer the Reasonable Accommodation Program and Special Emphasis Program, and oversee any other disability hiring and advancement program the agency has in place.

PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year:

Yes X No

Based on the information DON has obtained for this report, there are sufficient personnel designated to and performing job functions to implement the DON's disability program. DON is still working on developing internal systems to identify the specific number of personnel performing various disability program tasks across the agency.

Identify all agency staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and point of contact:

Disability Program Task	Office/Division Responsible (EEO/ HR/ IT/ Facilities)	# of FTE Staff by Employment Status			Primary Point of Contact (Name, Title)
		Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTB	Office of Civilian Human Resources (OCHR) Operations Centers	Unknown	Unknown	Unknown	Lisa Jox, Director, OCHR Operations
Answering questions from public about hiring authorities that take disability into account	DON Employment Information Center (EIC)	Unknown	Unknown	Unknown	Barrett VanTieghem Director, DON EIC
Processing reasonable accommodation requests from applicants and employees with disabilities.	Mostly EEO, and in some instances HR	Unknown	Unknown	Unknown	Meena Farzanfar Disability Program Manager

EEOC FORM

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Disability Program Task	Office/Division Responsible (EEO/ HR/ IT/ Facilities)	# of FTE Staff by Employment Status			Primary Point of Contact (Name, Title)
		Full Time	Part Time	Collateral Duty	
Section 508 Compliance	DON Command Information Office	Unknown	Unknown	Unknown	Christopher Julka FOIA Liaison and 508 Coordinator
Architectural Barriers Act Compliance	Naval Facilities Engineering Command	Unknown	Unknown	Unknown	Rear Admiral Bret Muilenburg Commander, Naval Facilities Engineering Command Karen Saunders Command Deputy EEO Officer, Naval Facilities Engineering Command
Special Emphasis Program for PWD and PWTD	EEO, various employees	Unknown	Unknown	Unknown	Meena Farzanfar Disability Program Manager

Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Yes X No

The agency EEO program, including disability program elements, are dispersed both organizationally and geographically among 22 subordinate major commands and 65 lower-level activities, each of which are managed and resourced independently by their respective component heads. Various training across the commands has been provided on reasonable accommodation procedures and disability program management.

PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period?

Yes X No

Describe the steps that the agency has taken to ensure all aspects of the disability program have sufficient funding and other resources:

The DON Disability program manager communicates with all commands regarding funding and resources, this is an ongoing process.

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 CFR 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of Persons with Disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTD, such as whether the agency has a numerical hiring goal, and whether the agency uses the Schedule A(u) hiring authority or other hiring authorities that take disability into account, during this reporting period.

A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES

Describe the programs and resources the agency uses to identify job applicants with disabilities, including Individuals with Targeted Disabilities:

DON utilizes the Workforce Recruitment Program (WRP) as a recruitment source to bring on students and recent graduates with disabilities on a temporary and permanent basis. The WRP database contains the largest pool of Schedule A(u)-eligible candidates to recruit from, and is refreshed with new candidates each year. The Department of Defense (DoD) provides its components, to include DON, with funding to fill a limited number of 14-week placements. In FY2017, DON not only received and used all of its 40 original DoD-funded authorizations, but it also requested and received 15 additional authorizations. Overall, DON utilized a total of 54 authorizations and made 6 permanent placements through this program.

Aside from WRP, a general Inbox is listed as the DON's Point of Contact (POC) on the Office of Personnel Management's (OPM's) Directory of Selective Placement Program Coordinators (SPPCs).

The DON's major commands conduct various recruiting efforts to identify job applicants with disabilities and with targeted disabilities, to varying degrees of success. Some major commands have indicated that they attended job fairs specifically for individuals with disabilities, and some indicated that they developed relationships with vocational rehabilitation agencies and relevant colleges/ universities.

Pursuant to 29 C.F.R. 1614.203(a)(3), describe your agency's use of hiring authorities that take disability into account (e.g., Schedule A(u)) to recruit PWD and PWTD for positions in the permanent workforce:

Out of 17,110 new hires in FY2017, 13 percent (2,194 individuals) were hired through the 30 percent or more Disabled Veteran hiring authority, and 1.7 percent were hired through Schedule A(u) (294 individuals).

When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A(u)), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

The DON utilizes hiring authorities that take disability into account as an Area of Consideration (AOC) in vacancy announcements, to varying degrees of inclusion. When it is included as an AOC, and applicants apply for a relevant position through www.USAJobs.gov and want to exercise their eligibility for one of these authorities, they self-certify their eligibility while completing the questionnaire. If selected for the position, the individuals then provide proof of eligibility (e.g. with Schedule A(u) letter or U.S. Department of Veterans Affairs disability rating letter, etc.) to the servicing HR Specialist. The HR Specialist then evaluates the sufficiency of the documentation, and if deemed sufficient, the hiring process continues.

Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A(u))? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide the training.

Yes X

No

N/A

Supervisors with access to DON's Total Workforce Management Systems (TWMS) are required to take "DON EEO Training" and "Hiring Talent," which are computer-based trainings in TWMS.

- The "DON EEO Training" is required to be taken within 1 year of initial appointment to a supervisory position, with a refresher taken at least every 3 years thereafter. The Disability Program section of this training describes the Schedule A(u) hiring authority, indicates that candidates may be found through OPM's Shared List of People with Disabilities and the Workforce Recruitment Program, and informs hiring managers that a best practice is to have qualified Schedule A(u) candidates prior to putting in a Request for Personnel Action (RPA), and to include People with Disabilities as an AOC on the vacancy announcement.
- The "Hiring Talent" training is required to be taken within 1 year of initial appointment to a supervisory position, and every year thereafter. This training has its own section on Hiring People with Disabilities, but indicates that there are two ways to non-competitively hire people with disabilities: one through applicants certifying their eligibility, and the other describing that people who are severely disabled may also be hired non-competitively after completion of a 700-hour appointment. If candidates are qualified, then people with disabilities can

be hired non-competitively through the use of excepted service appointing authorities. However, this training lacks information on the Schedule A(u) hiring authority and the recruitment sources for candidates with disabilities and targeted disabilities, so OEEEO will work with the creators of the training in FY2018 and beyond to modify the course content. Information on Veterans' Recruitment Appointment and 30 percent or more Disabled Veteran (including Wounded Warriors) are included in the "Hiring Veterans" section of this training.

DON's major commands monitor and enforce mandatory training compliance.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

DON's major commands have established and/or maintained contacts to varying degrees with various disability employment organizations, and especially Wounded Warriors organizations.

DON does participate in the Department of Labor's Workforce Recruitment Program, which is a Federal government-wide recruitment and referral program that connects DON hiring managers with qualified candidates with disabilities for temporary and permanent positions.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12 percent for PWD and 2 percent for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

a. New Hires for Permanent Workforce (PWD)	Yes X	No
b. New Hires for Permanent Workforce (PWTD)	Yes X	No

DON hired a total of 9,994 permanent, appropriated fund employees in this reporting year. Of the total, the percentage of PWD hires is 4.7 percent (474/9,994), which is less than the 12 percent employment goal for PWD. The percentage of PWTD hires is 0.4 percent (40/9,994), which is less than the 2 percent employment goal for PWTD. Therefore, the DON has triggers involving hiring PWD and PWTD in the permanent workforce.

As described in the FY2016 DON MD-715 submission, self-identification of disabilities and targeted disabilities is generally lower during the hiring process, but historically grows significantly after some period of employment. The mechanisms for such growth may include employees gaining reportable disabilities after being hired and/or feeling more comfortable with self-identification of pre-existing disabilities. Additionally, it has been noted that military retirees have historically often started civilian employment with

DON prior to receiving their respective formal disability ratings from the Department of Veterans Affairs (VA). As such, some former military have delayed self-identification until after they received their VA disability rating, a process which typically takes several months.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. New Hires for MCO (PWD)	Yes	No
b. New Hires for MCO (PWTD)	Yes	No

DON is still working on developing internal systems to gather the necessary information and data to be used for analysis for future reports.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. Qualified Applicants for MCO (PWD)	Yes	No
b. Qualified Applicants for MCO (PWTD)	Yes	No

DON is still working on developing internal systems to gather the necessary information and data to be used for analysis for future reports.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations? If “yes”, please describe the triggers below.

a. Promotions for MCO (PWD)	Yes	No
b. Promotions for MCO (PWTD)	Yes	No

DON is still working on developing internal systems to gather the necessary information and data to be used for analysis for future reports.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

29 C.F.R §1614.203(d)(1)(iii) requires agencies to provide sufficient opportunities for employees with disabilities to advance within the agency. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, and similar programs that address hiring and advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

DON is still working on developing internal systems to gather the necessary information and data to be used for analysis for future reports. DON offers and seeks applications for a multitude of advancement opportunities, where all eligible candidates are encouraged to apply. Some of DON's major commands offer and administer advancement opportunities.

B. CAREER DEVELOPMENT OPPORTUNITIES

Please describe the career development opportunities that the agency provides to its employees.

DON is still working on developing internal systems to gather the necessary information and data to be used for analysis for future reports. DON offers and seeks applications for a multitude of advancement opportunities, where all eligible candidates are encouraged to apply. Some of DON's major commands offer and administer advancement opportunities.

In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Fellowship Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Mentoring Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Coaching Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Training Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (#)	Applicants (#)	Selectees (#)
Detail Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Other Career Development Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown

Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Qualified Applicants (PWD)	Yes	No
b. Selections (PWD)	Yes	No

DON does not maintain systems for tracking or managing the applicant flow data required for analysis; therefore, it is unknown whether triggers exist for PWD and/or PWTD among applicants and/or selectees for any career development programs.

Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Qualified Applicants (PWTD)	Yes	No
b. Selections (PWTD)	Yes	No

DON does not maintain systems for tracking or managing the applicant flow data required for analysis; therefore, it is unknown whether triggers exist for PWD and/or PWTD among applicants and/or selectees for any career development programs.

C. AWARDS

- Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If "yes", please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD)	Yes X	No
b. Awards, Bonuses, & Incentives (PWTD)	Yes	No X

Time Off Awards for 1-9 hours

The percentage of Time Off Awards of 1-9 hours for PWD is 7.7 percent (1,842/23,620), which is less than the 8.44 percent inclusion rate of PWD for DON. The percentage of Time Off Awards of 1-9 hours for PWTD is 0.7 percent (181/23,620), which is slightly greater than the 0.65 percent inclusion rate of PWTD for DON. Therefore, the DON has a trigger involving Time Off Awards of 1-9 hours for PWD.

Time Off Awards for 9+ hours

The percentage of Time Off Awards of 9+ hours for PWD is 9.2 percent (1,451/15,813), which is greater than the 8.44 percent inclusion rate of PWD for DON. The percentage of Time Off Awards of 9+ hours for PWTD is 0.6 percent (94/15,813), which is slightly less, but fairly equal to the 0.65% inclusion rate of PWTD for DON. Therefore, the DON does not have a trigger involving Time Off Awards for 9+ hours for PWD or PWTD.

Cash Awards of \$100-\$500

The percentage of Cash Awards of \$100-\$500 for PWD is 6.9 percent (4,955/74,169), which is less than the 8.44 percent inclusion rate of PWD for DON. The percentage of Cash Awards of \$100-\$500 for PWTD is 0.7 percent (494/74,169), which is slightly greater than the 0.65 percent inclusion rate of PWTD for DON. Therefore, the DON has a trigger involving Cash Awards of \$100-\$500 for PWD.

Cash Awards of \$501+

The percentage of Cash Awards of \$500+ for PWD is 8.4 percent (8,868/105,507), which is fairly equal to the 8.44 percent inclusion rate of PWD for DON. The percentage of Cash Awards of \$500+ for PWTD is 0.6 percent (608/105,507), which is slightly less, but fairly equal to the 0.65 percent inclusion rate of PWTD for DON. Therefore, the DON does not have a trigger involving Cash Awards of \$500+ for PWD or PWTD.

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If "yes", please describe the trigger(s) in the text box.

a. Pay Increases (PWD)	Yes	No X
b. Pay Increases (PWTD)	Yes	No X

Quality Step Increases (QSI)

The percentage of QSI's for PWD is 8.6 percent (173/2,011), which is slightly greater to the 8.44 percent inclusion rate of PWD for DON. The percentage of QSI's for PWTD is 0.6 percent (12/2,011), which is slightly less, but fairly equal to the 0.65 percent inclusion rate of PWTD for DON. Therefore, the DON does not have a trigger involving QSI's for PWD or PWTD.

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD)	Yes	No
b. Other Types of Recognition (PWTD)	Yes	No

The Department of the Navy does not have data on other types of employee recognition programs.

NOTE: For the following section D, this applies to all parts: DON is still working on developing internal systems to gather the necessary information and data to be used for analysis for future reports.

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWD)	Yes	No
ii. Internal Selections (PWD)	Yes	No

b. Grade GS-15

i. Qualified Internal Applicants (PWD)	Yes	No
ii. Internal Selections (PWD)	Yes	No

c. Grade GS-14

i. Qualified Internal Applicants (PWD)	Yes	No
ii. Internal Selections (PWD)	Yes	No

d. Grade GS-13

i. Qualified Internal Applicants (PWD)	Yes	No
ii. Internal Selections (PWD)	Yes	No

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2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWTD)	Yes	No
ii. Internal Selections (PWTD)	Yes	No

b. Grade GS-15

i. Qualified Internal Applicants (PWTD)	Yes	No
ii. Internal Selections (PWTD)	Yes	No

c. Grade GS-14

i. Qualified Internal Applicants (PWTD)	Yes	No
ii. Internal Selections (PWTD)	Yes	No

d. Grade GS-13

i. Qualified Internal Applicants (PWTD)	Yes	No
ii. Internal Selections (PWTD)	Yes	No

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. New Hires to SES (PWD)	Yes	No
b. New Hires to GS-15(PWD)	Yes	No
c. New Hires to GS-14 (PWD)	Yes	No
d. New Hires to GS-13(PWD)	Yes	No

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. New Hires to SES (PWTD)	Yes	No
b. New Hires to GS-15 (PWTD)	Yes	No
c. New Hires to GS-14 (PWTD)	Yes	No
d. New Hires to GS-13 (PWTD)	Yes	No

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5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Executives		
i. Qualified Internal Applicants (PWD)	Yes	No
ii. Internal Selections (PWD)	Yes	No
b. Managers		
i. Qualified Internal Applicants (PWD)	Yes	No
ii. Internal Selections (PWD)	Yes	No
c. Supervisors		
i. Qualified Internal Applicants (PWD)	Yes	No
ii. Internal Selections (PWD)	Yes	No

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6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD)	Yes	No
ii. Internal Selections (PWTD)	Yes	No

b. Managers

i. Qualified Internal Applicants (PWTD)	Yes	No
ii. Internal Selections (PWTD)	Yes	No

c. Supervisors

i. Qualified Internal Applicants (PWTD)	Yes	No
ii. Internal Selections (PWTD)	Yes	No

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (PWD)	Yes	No
b. New Hires for Managers (PWD)	Yes	No
c. New Hires for Supervisors (PWD)	Yes	No

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (PWTD)	Yes	No
b. New Hires for Managers (PWTD)	Yes	No
c. New Hires for Supervisors (PWTD)	Yes	No

Section V: Plan to Improve Retention of Persons with Disabilities

To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In the sections below, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency fail to convert all of the eligible Schedule A(u) employees with a disability into the competitive service after two years of satisfactory service (5 CFR 213.3102(u)(6)(i))? If “yes”, please explain why the agency did not convert all eligible Schedule A employees.

Yes ☒ No ☐ N/A ☐

As of January 24, 2018, the DON had 287 employees who were not converted to the competitive service after two years of satisfactory service. In FY2017, DON OEEO worked with OCHR HR Analytics to develop a new report available through HR Link, and available by request to the DON’s HR practitioners titled “Schedule A Conversion Eligibility,” which provides a date for which individuals hired through the Schedule A(u) hiring authority are eligible to be converted to competitive service (i.e. two years from the employee’s start date).

Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

- | | | |
|----------------------------------|------------------------------|--|
| a. Voluntary Separations (PWD) | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| b. Involuntary Separations (PWD) | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |

Voluntary Separations

PWD represent 7.8 percent of all Voluntary Separations, but 8.4 percent of the Total Workforce. As such, their Voluntary Separation rate is about 93 percent of what it would be if proportioned similarly to their inclusion rate within the workforce. For persons without disabilities, they represent 92.2 percent of all Voluntary Separations, and 91.6 percent of the Total Workforce. As such, their Voluntary Separation rate is 101 percent what it would be expected if proportioned similarly to their inclusion rate within the workforce. Because the PWD rate is lower than the non-PWD benchmark, a trigger does not exist.

Involuntary Separations

PWD represent 8.2 percent of all Involuntary Separations, but 8.4 percent of the Total Workforce. As such, their Involuntary Separation rate is about 97 percent of what it would be if proportioned similarly to their inclusion rate within the workforce. For persons without disabilities, they represent 92.2 percent of all Voluntary Separations, and 91.6 percent of the Total Workforce. As such, their Involuntary Separation rate is 101 percent what would be expected if proportioned similarly to their inclusion rate within the workforce. Because the PWD rate is lower than the non-PWD benchmark, a trigger does not exist.

2. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If "yes", describe the trigger below.

Voluntary Separations (PWTD)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Involuntary Separations (PWTD)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

Voluntary Separations

PWTD represent 0.69 percent of all Voluntary Separations, but 0.65 percent of the Total Workforce. As such, their Voluntary Separation rate is about 106 percent of what it would be if proportioned similarly to their inclusion rate within the workforce. For persons without targeted disabilities, they represent 99.3 percent of all Voluntary Separations, and 99.3 percent of the Total Workforce. As such, their Voluntary Separation rate is exactly what it would be expected if proportioned similarly to their inclusion rate within the workforce. Because the PWTD rate is higher than the non-PWTD benchmark, a trigger does exist.

Involuntary Separations

PWTD represent 0.79 percent of all Involuntary Separations, but 0.65 percent of the Total Workforce. As such, their Involuntary Separation rate is about 121 percent of what it would be if proportioned similarly to their inclusion rate within the workforce. For persons without targeted disabilities, they represent 99.2 percent of all Involuntary Separations, and 99.3 percent of the Total Workforce. As such, their Involuntary Separation rate is almost exactly what it would be expected if proportioned similarly to their inclusion rate within the workforce. Because the PWTD rate higher than the non-PWTD benchmark, a trigger does exist.

If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using the exit interview results and other data sources.

This trigger is still being looked into for more information.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 1614.203(d)(4), federal agencies are required to inform job applicants and employees of their accessibility rights under Section 508 of the Rehabilitation Act and the Architectural Barriers Act, and explain how to file complaints under those laws. In addition, agencies are also required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act of 1973, including a description of how to file a complaint.

The Department of the Navy's policy on Accessibility of Electronic and Information Technology and Facilities can be found at this link:
<http://www.secnnav.navy.mil/donhr/Site/EEO/Pages/Accessibility-of-IT-and-Facilities.aspx>

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act of 1968, including a description of how to file a complaint.

The Department of the Navy's policy on Accessibility of Electronic and Information Technology and Facilities can be found at this link:
<http://www.secnnav.navy.mil/donhr/Site/EEO/Pages/Accessibility-of-IT-and-Facilities.aspx>

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

DON works to expeditiously resolve formal ABA and Section 508 complaints as they are referred by Department of Defense and the U.S. Access Board for processing. In addition, DON regularly processes requests for and provides reasonable accommodations for modifications within the work environment that involve physical and electronic accessibility.

As part of the DON's Accessibility Policy Statement (to be issued after the close of the FY2017 MD-715 reporting period), the DON OEEO will serve as the POC for addressing accessibility concerns for agency facilities and technology, and will better understand the state of DON's accessibility after analyzing the incoming inquiries. Based on the trends derived from this information, DON can plan to eliminate certain barriers to accessibility in future years.

DON heavily utilizes the DoD's Computer/Electronic Accommodations Program (CAP) to provide reasonable accommodations in the form of assistive technology. In FY2017, CAP provided the DON workforce and service members with a total of 3,066

accommodations costing \$1,101,920.80, which is the highest number of CAP accommodations provided to DON in a single FY since the program's inception in 2003. DON has a strong team that meets weekly to execute a unique process to ensure that the CAP offerings are compatible and are approved for use on the Navy/Marine Corps Intranet (NMCI). This team continually reviews CAP's offerings, identifies the latest versions of assistive technologies, and procures those products for risk-assessment, compatibility testing, and approval on the NMCI network to ensure 508 compliance. The DON Program Manager for CAP Assistive Technologies troubleshoots any issues with a user's software if the software was obtained through CAP, and follows up with the appropriate parties to ensure expeditious resolution so that individuals who rely on assistive technology can fully perform their job duties. In some cases, despite extensive testing, the DON is not able to support certain technologies on the NMCI network, as certain aspects of some products do not comply with cybersecurity requirements imposed on DoD components, i.e. the Z70 videophone. In FY2018, the DON will continue to engage with key players in DoD to identify ways to eliminate this DoD-wide barrier so that DON can work toward achieving 508 compliance.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 CFR 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpretive services.)

With the recent launch of the Navy Electronic Accommodations Tracker (NEAT) in FY2017, a database system in which DON's EEO Offices document their efforts and milestones in processing requests for reasonable accommodation, DON now has oversight for the first time over all data, agency-wide, on disability accommodations.

As FY2017 is the first year that DON collected reasonable accommodation data in NEAT, OEEO is still working to verify the information entered and to enhance the system's functionality. According to the data available in NEAT, DON processed 2,106 requests for disability accommodations in FY2017 (not including those for recurring requests), taking an average of 89 days for the requests to be processed. DON's Procedures for Processing Requests for Reasonable Accommodation require that reasonable accommodation requests be processed (from initial request to decision of whether to accommodate) within 30 calendar days. Therefore, the DON's average processing time is longer than the timeframe prescribed in DON policy.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring the requests for trends.

The agency EEO Program, including disability program elements, are dispersed both organizationally and geographically among 22 subordinate major commands and 65 lower-level activities, each of which are managed and resourced independently by their respective component heads. Some of DON's major commands have issued additional reasonable accommodation guidance on top of DON's Procedures for Processing Requests for Reasonable Accommodation. DON's major commands executed their reasonable accommodation programs to varying degrees of success, some indicating that they have timely processed 90 percent or more of their respective organization's reasonable accommodation requests. Training was delivered on reasonable accommodation at the majority of the commands and is also included in the mandatory employee and supervisory training course.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 C.F.R. 1614.203 (d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests, timely providing approved personal assistance services, conducting training for managers and supervisors, and monitoring the requests for trends.

DON issued a policy statement and Procedures for Processing Requests for Personal Assistance Services (PAS) on January 23, 2018, and will take steps to educate the workforce on PAS in FY2018. As the policies and procedures were recently issued, the DON hopes to evaluate and report on the effectiveness of the PAS program and relevant training for the FY2018 MD-715.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING THE FAILURE TO ACCOMMODATE

1. Did failure to accommodate fall within the top three issues alleged in the agency's EEO counseling activity during the last fiscal year?

Yes
No X
N/A

2. Did failure to accommodate fall within the top three issues alleged in the agency's formal complaints during the last fiscal year?

Yes No ☒ N/A

3. In cases alleging the failure to provide reasonable accommodation, did any result in a finding against the agency or a settlement agreement during the last fiscal year?

Yes ☒ No N/A

4. If the agency had one or more findings of discrimination involving the failure to provide an accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

In FY2017, DON had one finding of discrimination involving the failure to provide an accommodation. The agency complied with the Administrative Judge's decision by paying \$29,775 in compensatory damages and attorney's fees, provided EEO training for the Responsible Management Officials, and posted a copy of a notice for 90 days advising employees in the facility of the finding of discrimination.

B. EEO COMPLAINT DATA INVOLVING DISCRIMINATION BASED ON DISABILITY STATUS (EXCLUDING FAILURE TO ACCOMMODATE)

1. Did disability status fall within the top three bases alleged in the agency's EEO counseling activity during the last fiscal year?

Yes No ☒ N/A

2. Did disability status fall within the top three bases alleged in the agency's formal complaints during the last fiscal year?

Yes No ☒ N/A

3. In cases alleging discrimination based on disability status, did any result in a finding against the agency or a settlement agreement during the last fiscal year?

Yes ☒ No N/A

4. If the agency had one or more findings of discrimination based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

In FY2017, DON had two findings of discrimination (resulting from the same EEO complaint) based on disability status. The agency complied with the Administrative Judge's decision by paying \$17,500 in compensatory damages and attorney's fees, accommodating the employee, and provided EEO training for the Responsible Management Officials.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect the employment opportunities of PWD and/or PWTD?

Yes ☒ No ☐

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Yes ☒ No ☐ N/A ☐

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

Trigger 1	Low participation of PWD and PWTD			
Barrier(s)	Underutilization of the Schedule A(u) Hiring Authority			
Objective(s)	1) Streamline the process in which résumés and Schedule A(u) letters are collected 2) Restructure the process for accepting, reviewing, distilling, and disseminating résumés for non-competitive hiring to the appropriate parties 3) Reviewing requirements regarding recruitment actions including Schedule A(u) area of consideration in the job announcement.			
Responsible Official(s)	DON Disability Program Manager			
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2016	Strategize ways to maximize utilization of Schedule A(u)	Yes		8/4/2016
09/30/2016	Develop drafts of charter and materials for working group	Yes		5/17/2017
03/31/2017	Obtain leadership buy-in for working group project objectives	Yes		8/14/2017
06/30/2017	Establish recurring working group meetings and prepare Plan of Action and Milestones (POAM)	Yes	Rescheduling	TBD
03/31/2018	Draft policy that maximizes	Yes	Rescheduling	TBD

EEOC FORM

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	Schedule A(u) hiring authority based on working group efforts		ling	
06/30/2018	Fully implement policy	Yes	Reschedu ling	TBD
Fiscal Year	Accomplishments			
FY 2017	The DON OEEO and the OCHR HR Staffing, Classification and Compensation Division met regularly to strategize ways that the DON can effectively manage its Selective Placement Program and to generate ideas on how to maximize Schedule A(u) hiring.			
FY 2017	Several of the responsible parties listed above met to discuss OEEO's and HR Staffing, Classification and Compensation Division recommendation.			

4. If the planned activities were not timely completed, did the agency hold the responsible official accountable in the performance rating period? If "yes", please describe the actions taken below.

Yes No N/A X

These objectives have been rescheduled.

For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

These efforts are still ongoing, more to follow in the FY18 report.

5. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The DON Office of EEO will continue to work with the Office of Civilian Human Resources and both the HR and the EEO communities to enhance training and resources in an effort to increase the utilization of the Schedule A(u) non-competitive hiring authority.

**Department of Navy
EEO Program Status Report
FY2017**

Workforce Tables

**Tables A1-A14
Race, National Origin & Sex**

These tables are mandatory protected templates provided by EEOC, and do not permit modifications to formats, fonts, etc.

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Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Total Workforce: Prior FY	#	256574	167360	89214	9766	7492	113784	48240	20571	17718	17168	11584	2918	1980	1462	838	1691	1362
Total Workforce: Prior FY percent row	%	100	65.23	34.77	3.81	2.92	44.35	18.80	8.02	6.91	6.69	4.51	1.14	0.77	0.57	0.33	0.66	0.53
Total Workforce: Current FY	#	256421	167693	88728	10130	7687	113526	47583	20540	17776	17325	11495	2928	1985	1498	817	1746	1385
Total Workforce: Current FY percent row	%	100	65.40	34.60	3.95	3.00	44.27	18.56	8.01	6.93	6.76	4.48	1.14	0.77	0.58	0.32	0.68	0.54
CLF2010	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternate Benchmark	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Difference	#	-153	333	-486	364	195	-258	-657	-31	58	157	-89	10	5	36	-21	55	23
Ratio Change	%	0.00	0.17	-0.17	0.14	0.08	-0.08	-0.24	-0.01	0.02	0.07	-0.03	0.00	0.00		-0.01	0.02	0.01
Net Change	%	-0.06	0.20	-0.54	3.73	2.60	-0.23	-1.36	-0.15	0.33	0.91	-0.77	0.34	0.25	2.46	-2.51	3.25	1.69
Permanent Workforce: Prior FY	#	202523	147763	54760	7843	3452	103977	33631	16953	10573	14388	5307	2169	768	1292	513	1141	516
Permanent Workforce: Prior FY percent row	%	100	72.96	27.04	3.87	1.70	51.34	16.61	8.37	5.22	7.10	2.62	1.07	0.38	0.64	0.25	0.56	0.25
Permanent Workforce: Current FY	#	203516	148924	54592	8208	3530	104273	33344	17051	10544	14616	5338	2230	771	1327	511	1219	554
Permanent Workforce: Current FY percent row	%	100	73.18	26.82	4.03	1.73	51.24	16.38	8.38	5.18	7.18	2.62	1.10	0.38	0.65	0.25	0.60	0.27
Difference	#	993	1161	-168	365	78	296	-287	98	-29	228	31	61	3	35	-2	78	38
Ratio Change	%	0.00	0.22	-0.22	0.16	0.03	-0.10	-0.23	0.01	-0.04	0.08	0.00	0.03	0.00		0.00	0.04	0.02
Net Change	%	0.49	0.79	-0.31	4.65	2.26	0.28	-0.85	0.58	-0.27	1.58	0.58	2.81	0.39	2.71	-0.39	6.84	7.36
Temporary Workforce: Prior FY	#	4151	2685	1466	155	88	2084	934	261	202	125	190	29	20	19	16	12	16
Temporary Workforce: Prior FY percent row	%	100	64.68	35.32	3.73	2.12	50.20	22.50	6.29	4.87	3.01	4.58	0.70	0.48	0.46	0.39	0.29	0.39
Temporary Workforce: Current FY	#	3632	2315	1317	129	83	1807	829	207	190	122	180	26	14	15	10	9	11
Temporary Workforce: Current FY percent row	%	100	63.74	36.26	3.55	2.29	49.75	22.82	5.70	5.23	3.36	4.96	0.72	0.39	0.41	0.28	0.25	0.30
Difference	#	-519	-370	-149	-26	-5	-277	-105	-54	-12	-3	-10	-3	-6	-4	-6	-3	-5
Ratio Change	%	0.00	-0.94	0.94	-0.18	0.17	-0.45	0.32	-0.59	0.36	0.35	0.38	0.02	-0.09		-0.11	-0.04	-0.09
Net Change	%	-12.50	-13.78	-10.16	-16.77	-5.68	-13.29	-11.24	-20.69	-5.94	-2.40	-5.26	-10.34	-30.00	-21.05	-37.50	-25.00	-31.25
Non-Appropriated Workforce: Prior FY	#	49900	16912	32988	1768	3952	7723	13675	3357	6943	2655	6087	720	1192	151	309	538	830
Non-Appropriated Workforce: Prior FY percent row	%	100	33.89	66.11	3.54	7.92	15.48	27.40	6.73	13.91	5.32	12.20	1.44	2.39	0.30	0.62	1.08	1.66
Non-Appropriated Workforce: Current FY	#	49273	16454	32819	1793	4074	7446	13410	3282	7042	2587	5977	672	1200	156	296	518	820
Non-Appropriated Workforce: Current FY percent row	%	100	33.39	66.61	3.64	8.27	15.11	27.22	6.66	14.29	5.25	12.13	1.36	2.44	0.32	0.60	1.05	1.66
Difference	#	-627	-458	-169	25	122	-277	-265	-75	99	-68	-110	-48	8	5	-13	-20	-10
Ratio Change	%	0.00	-0.50	0.50	0.10	0.35	-0.37	-0.18	-0.07	0.38	-0.07	-0.07	-0.08	0.05		-0.02	-0.03	0.00
Net Change	%	-1.26	-2.71	-0.51	1.41	3.09	-3.59	-1.94	-2.23	1.43	-2.56	-1.81	-6.67	0.67	3.31	-4.21	-3.72	-1.20

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

DOD Department of the Navy

For period covering October 1, 2016 to September 30, 2017.

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Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
TOTAL FY	#	203516	148924	54592	8208	3530	104273	33344	17051	10544	14616	5338	2230	771	1327	511	1219	554
TOTAL FY percent row	%	100	73.18	26.82	4.03	1.73	51.24	16.38	8.38	5.18	7.18	2.62	1.10	0.38	0.65	0.25	0.60	0.27
CLF2010	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
Alternate Benchmark	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - IMMEDIATE OFFICE OF THE CHIEF OF NAVAL OPERATIONS	#	1466	942	524	59	30	667	274	104	121	79	76	14	11	7	4	12	8
11 - IMMEDIATE OFFICE OF THE CHIEF OF NAVAL OPERATIONS percent row	%	100	64.26	35.74	4.02	2.05	45.50	18.69	7.09	8.25	5.39	5.18	0.95	0.75	0.48	0.27	0.82	0.55
12 - DON, ASSISTANT FOR ADMINISTRATION	#	4429	2268	2161	166	147	1614	1138	325	663	126	161	9	16	12	11	16	25
12 - DON, ASSISTANT FOR ADMINISTRATION percent row	%	100	51.21	48.79	3.75	3.32	36.44	25.69	7.34	14.97	2.84	3.64	0.20	0.36	0.27	0.25	0.36	0.56
14 - OFFICE OF NAVAL RESEARCH	#	2974	2092	882	62	24	1620	535	175	239	219	62	2	5	9	13	5	4
14 - OFFICE OF NAVAL RESEARCH percent row	%	100	70.34	29.66	2.08	0.81	54.47	17.99	5.88	8.04	7.36	2.08	0.07	0.17	0.30	0.44	0.17	0.13
15 - NAVAL INTELLIGENCE COMMAND	#	766	475	291	20	10	350	175	88	96	10	8	0	1	5	0	2	1
15 - NAVAL INTELLIGENCE COMMAND percent row	%	100	62.01	37.99	2.61	1.31	45.69	22.85	11.49	12.53	1.31	1.04	0.00	0.13	0.65	0.00	0.26	0.13
18 - BUREAU OF MEDICINE AND SURGERY	#	11113	4451	6662	371	470	2499	3578	792	1383	653	1033	62	76	35	59	39	63
18 - BUREAU OF MEDICINE AND SURGERY percent row	%	100	40.05	59.95	3.34	4.23	22.49	32.20	7.13	12.44	5.88	9.30	0.56	0.68	0.31	0.53	0.35	0.57
19 - NAVAL AIR SYSTEMS COMMAND	#	27758	20976	6782	1394	472	15865	5019	1658	751	1712	412	117	27	159	73	71	28
19 - NAVAL AIR SYSTEMS COMMAND percent row	%	100	75.57	24.43	5.02	1.70	57.15	18.08	5.97	2.71	6.17	1.48	0.42	0.10	0.57	0.26	0.26	0.10
22 - CHIEF OF BUREAU OF NAVAL PERSONNEL	#	4162	2386	1776	147	106	1527	934	450	547	203	140	15	12	30	22	14	15
23 - NAVAL SUPPLY SYSTEMS COMMAND	%	100	57.33	42.67	3.53	2.55	36.69	22.44	10.81	13.14	4.88	3.36	0.36	0.29	0.72	0.53	0.34	0.36
22 - CHIEF OF BUREAU OF NAVAL PERSONNEL 23 - NAVAL SUPPLY SYSTEMS COMMAND percent row	%	100	57.33	42.67	3.53	2.55	36.69	22.44	10.81	13.14	4.88	3.36	0.36	0.29	0.72	0.53	0.34	0.36
23 - NAVAL SUPPLY SYSTEMS COMMAND	#	17995	7977	10018	675	1050	4000	3928	1315	1872	1224	2120	345	496	65	64	353	488
23 - NAVAL SUPPLY SYSTEMS COMMAND percent row	%	100	44.33	55.67	3.75	5.83	22.23	21.83	7.31	10.40	6.80	11.78	1.92	2.76	0.36	0.36	1.96	2.71
24 - NAVAL SEA SYSTEMS COMMAND	#	29657	21917	7740	1063	485	17564	5563	1456	1091	1552	484	72	20	141	55	69	42
24 - NAVAL SEA SYSTEMS COMMAND percent row	%	100	73.90	26.10	3.58	1.64	59.22	18.76	4.91	3.68	5.23	1.63	0.24	0.07	0.48	0.19	0.23	0.14
25 - NAVAL FACILITIES ENGINEERING COMMAND	#	15026	11438	3588	712	280	7511	1971	1197	543	1455	575	360	146	92	34	111	39
25 - NAVAL FACILITIES ENGINEERING COMMAND percent row	%	100	76.12	23.88	4.74	1.86	49.99	13.12	7.97	3.61	9.68	3.83	2.40	0.97	0.61	0.23	0.74	0.26

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Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
27 - U.S. MARINE CORPS	#	29144	16874	12270	1678	1559	10652	6148	2911	2737	998	1304	308	293	204	114	123	115
"																		
27 - U.S. MARINE CORPS	%	100	57.90	42.10	5.76	5.35	36.55	21.10	9.99	9.39	3.42	4.47	1.06	1.01	0.70	0.39	0.42	0.39
"																		
percent row																		
30 - STRATEGIC SYSTEMS PROGRAM OFFICE	#	1193	866	327	48	21	673	209	72	67	57	25	7	1	7	3	2	1
"																		
30 - STRATEGIC SYSTEMS PROGRAM OFFICE	%	100	72.59	27.41	4.02	1.76	56.41	17.52	6.04	5.62	4.78	2.10	0.59	0.08	0.59	0.25	0.17	0.08
"																		
percent row																		
33 - MILITARY SEALIFT COMMAND	#	6890	5997	893	260	39	2492	318	1616	370	1446	126	103	22	43	9	37	9
"																		
33 - MILITARY SEALIFT COMMAND	%	100	87.04	12.96	3.77	0.57	36.17	4.62	23.45	5.37	20.99	1.83	1.49	0.32	0.62	0.13	0.54	0.13
"																		
percent row																		
39 - SPACE AND NAVAL WARFARE SYSTEMS COMMAND	#	9668	7002	2666	407	225	4765	1498	609	411	1035	428	83	47	61	27	42	30
"																		
39 - SPACE AND NAVAL WARFARE SYSTEMS COMMAND	%	100	72.42	27.58	4.21	2.33	49.29	15.49	6.30	4.25	10.71	4.43	0.86	0.49	0.63	0.28	0.43	0.31
"																		
percent row																		
52 - COMMANDER, NAVY INSTALLATIONS	#	10837	8119	2718	662	206	5102	1396	1249	690	621	272	303	94	89	28	93	32
"																		
52 - COMMANDER, NAVY INSTALLATIONS	%	100	74.92	25.08	6.11	1.90	47.08	12.88	11.53	6.37	5.73	2.51	2.80	0.87	0.82	0.26	0.86	0.30
"																		
percent row																		
60 - U.S. FLEET FORCES COMMAND	#	25429	20694	4735	527	149	15837	2945	3423	1358	560	186	104	36	174	24	69	37
"																		
60 - U.S. FLEET FORCES COMMAND	%	100	81.38	18.62	2.07	0.59	62.28	11.58	13.46	5.34	2.20	0.73	0.41	0.14	0.68	0.09	0.27	0.15
"																		
percent row																		
70 - U.S. PACIFIC FLEET COMMAND	#	22719	18577	4142	711	237	12142	2560	608	199	3692	774	741	173	204	56	479	143
"																		
70 - U.S. PACIFIC FLEET COMMAND	%	100	81.77	18.23	3.13	1.04	53.44	11.27	2.68	0.88	16.25	3.41	3.26	0.76	0.90	0.25	2.11	0.63
"																		
percent row																		

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File Process Date and Time: 05/02/2018 12:02 PM

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
72 - NAVAL RESERVE FORCE	#	460	266	194	30	9	157	103	50	68	20	6	4	4	3	2	2	2
72 - NAVAL RESERVE FORCE percent row	%	100	57.83	42.17	6.52	1.96	34.13	22.39	10.87	14.78	4.35	1.30	0.87	0.87	0.65	0.43	0.43	0.43
74 - NAVAL SPECIAL WARFARE COMMAND	#	1218	969	249	66	29	746	136	88	40	42	32	8	4	13	3	6	5
74 - NAVAL SPECIAL WARFARE COMMAND percent row	%	100	79.56	20.44	5.42	2.38	61.25	11.17	7.22	3.28	3.45	2.63	0.66	0.33	1.07	0.25	0.49	0.41
76 - NAVAL EDUCATION AND TRAINING COMMAND	#	3891	2468	1423	132	83	1765	931	343	276	149	89	12	5	43	21	24	18
76 - NAVAL EDUCATION AND TRAINING COMMAND percent row	%	100	63.43	36.57	3.39	2.13	45.36	23.93	8.82	7.09	3.83	2.29	0.31	0.13	1.11	0.54	0.62	0.46

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Occupational Categories		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Executive/Senior Level Officials and Managers (Grades 15 and Above)	#	7179	5630	1549	195	85	4922	1182	237	182	214	79	24	6	28	9	10	6
Executive/Senior Level Officials and Managers (Grades 15 and Above) percent row	%	100	78.42	21.58	2.72	1.18	68.56	16.46	3.30	2.54	2.98	1.10	0.33	0.08	0.39	0.13	0.14	0.08
Mid-Level Officials and Managers (Grades 13-14)	#	13261	9772	3489	399	202	7793	2338	678	531	647	313	105	49	87	23	63	33
Mid-Level Officials and Managers (Grades 13-14) percent row	%	100	73.69	26.31	3.01	1.52	58.77	17.63	5.11	4.00	4.88	2.36	0.79	0.37	0.66	0.17	0.48	0.25
First-Level Officials and Managers (Grades 12 and Below)	#	6241	4488	1753	317	131	2998	1047	723	374	281	129	68	33	67	22	34	17
First-Level Officials and Managers (Grades 12 and Below) percent row	%	100	71.91	28.09	5.08	2.10	48.04	16.78	11.58	5.99	4.50	2.07	1.09	0.53	1.07	0.35	0.54	0.27
Other	#	48095	28918	19177	1620	1264	20266	11827	3931	4010	2208	1452	390	282	291	164	212	178
Other percent row	%	100	60.13	39.87	3.37	2.63	42.14	24.59	8.17	8.34	4.59	3.02	0.81	0.59	0.61	0.34	0.44	0.37
Officials and Managers - TOTAL	#	74776	48808	25968	2531	1682	35979	16394	5569	5097	3350	1973	587	370	473	218	319	234
Officials and Managers - TOTAL percent row	%	100	65.27	34.73	3.38	2.25	48.12	21.92	7.45	6.82	4.48	2.64	0.79	0.49	0.63	0.29	0.43	0.31
Professionals	#	57522	43362	14160	2343	772	32052	9323	3020	1841	5167	1906	258	97	263	118	259	103
Professionals percent row	%	100	75.38	24.62	4.07	1.34	55.72	16.21	5.25	3.20	8.98	3.31	0.45	0.17	0.46	0.21	0.45	0.18
Technicians	#	14747	12222	2525	546	162	9296	1498	1200	494	824	284	129	33	147	25	80	29
Technicians percent row	%	100	82.88	17.12	3.70	1.10	63.04	10.16	8.14	3.35	5.59	1.93	0.87	0.22	1.00	0.17	0.54	0.20
Sales Workers	#	4	0	4	0	0	0	2	0	1	0	1	0	0	0	0	0	0
Sales Workers percent row	%	100	0.00	100.00	0.00	0.00	0.00	50.00	0.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Support Workers	#	13224	5398	7826	436	662	2659	3839	1408	2245	702	737	99	153	55	96	39	94
Administrative Support Workers percent row	%	100	40.82	59.18	3.30	5.01	20.11	29.03	10.65	16.98	5.31	5.57	0.75	1.16	0.42	0.73	0.29	0.71
Craft Workers	#	28184	26145	2039	1365	81	16695	1289	3587	336	3125	168	733	73	273	28	367	64
Craft Workers percent row	%	100	92.77	7.23	4.84	0.29	59.24	4.57	12.73	1.19	11.09	0.60	2.60	0.26	0.97	0.10	1.30	0.23
Operatives	#	5323	4749	574	231	21	2899	350	856	122	525	42	128	20	44	4	66	15
Operatives percent row	%	100	89.22	10.78	4.34	0.39	54.46	6.58	16.08	2.29	9.86	0.79	2.40	0.38	0.83	0.08	1.24	0.28
Laborers and Helpers	#	578	517	61	31	4	216	24	151	22	86	6	17	1	9	3	7	1
Laborers and Helpers percent row	%	100	89.45	10.55	5.36	0.69	37.37	4.15	26.12	3.81	14.88	1.04	2.94	0.17	1.56	0.52	1.21	0.17
Service Workers	#	9139	7716	1423	725	146	4472	620	1258	381	837	220	279	24	63	19	82	13
Service Workers percent row	%	100	84.43	15.57	7.93	1.60	48.93	6.78	13.77	4.17	9.16	2.41	3.05	0.26	0.69	0.21	0.90	0.14

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex: Calculated within Group

Occupational Categories		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Executive/Senior Level Officials and Managers (Grades 15 and Above)	#	7179	5630	1549	195	85	4922	1182	237	182	214	79	6	24	28	9	10	6
Executive/Senior Level Officials and Managers (Grades 15 and Above) percent row	%	3.53	3.78	2.84	2.38	2.41	4.72	3.54	1.39	1.73	1.46	1.48	1.08	0.78	2.11	1.76	0.82	1.08
Mid-Level Officials and Managers (Grades 13-14)	#	13261	9772	3489	399	202	7793	2338	678	531	647	313	49	105	87	23	63	33
Mid-Level Officials and Managers (Grades 13-14) percent row	%	6.52	6.56	6.39	4.86	5.72	7.47	7.01	3.98	5.04	4.43	5.86	4.71	6.36	6.56	4.50	5.17	5.96
First-Level Officials and Managers (Grades 12 and Below)	#	6241	4488	1753	317	131	2998	1047	723	374	281	129	33	68	67	22	34	17
First-Level Officials and Managers (Grades 12 and Below) percent row	%	3.07	3.01	3.21	3.86	3.71	2.88	3.14	4.24	3.55	1.92	2.42	3.05	4.28	5.05	4.31	2.79	3.07
Other	#	48095	28918	19177	1620	1264	20266	11827	3931	4010	2208	1452	282	390	291	164	212	178
Other percent row	%	23.63	19.42	35.13	19.74	35.81	19.44	35.47	23.05	38.03	15.11	27.20	17.49	36.58	21.93	32.09	17.39	32.13
Officials and Managers - TOTAL	#	74776	48808	25968	2531	1682	35979	16394	5569	5097	3350	1973	370	587	473	218	319	234
Officials and Managers - TOTAL percent row	%	36.74	32.77	47.57	30.84	47.65	34.50	49.17	32.66	48.34	22.92	36.96	26.32	47.99	35.64	42.66	26.17	42.24
Professionals	#	57522	43362	14160	2343	772	32052	9323	3020	1841	5167	1906	97	258	263	118	259	103
Professionals percent row	%	28.26	29.12	25.94	28.55	21.87	30.74	27.96	17.71	17.46	35.35	35.71	11.57	12.58	19.82	23.09	21.25	18.59
Technicians	#	14747	12222	2525	546	162	9296	1498	1200	494	824	284	33	129	147	25	80	29
Technicians percent row	%	7.25	8.21	4.63	6.65	4.59	8.92	4.49	7.04	4.69	5.64	5.32	5.78	4.28	11.08	4.89	6.56	5.23
Sales Workers	#	4	0	4	0	0	0	2	0	1	0	1	0	0	0	0	0	0
Sales Workers percent row	%	0.00	0.00	0.01	0.00	0.00	0.00	0.01	0.00	0.01	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Support Workers	#	13224	5398	7826	436	662	2659	3839	1408	2245	702	737	153	99	55	96	39	94
Administrative Support Workers percent row	%	6.50	3.62	14.34	5.31	18.75	2.55	11.51	8.26	21.29	4.80	13.81	4.44	19.84	4.14	18.79	3.20	16.97
Craft Workers	#	28184	26145	2039	1365	81	16695	1289	3587	336	3125	168	73	733	273	28	367	64
Craft Workers percent row	%	13.85	17.56	3.73	16.63	2.29	16.01	3.87	21.04	3.19	21.38	3.15	32.87	9.47	20.57	5.48	30.11	11.55
Operatives	#	5323	4749	574	231	21	2899	350	856	122	525	42	20	128	44	4	66	15
Operatives percent row	%	2.62	3.19	1.05	2.81	0.59	2.78	1.05	5.02	1.16	3.59	0.79	5.74	2.59	3.32	0.78	5.41	2.71
Laborers and Helpers	#	578	517	61	31	4	216	24	151	22	86	6	1	17	9	3	7	1
Laborers and Helpers percent row	%	0.28	0.35	0.11	0.38	0.11	0.21	0.07	0.89	0.21	0.59	0.11	0.76	0.13	0.68	0.59	0.57	0.18
Service Workers	#	9139	7716	1423	725	146	4472	620	1258	381	837	220	24	279	63	19	82	13
Service Workers percent row	%	4.49	5.18	2.61	8.83	4.14	4.29	1.86	7.38	3.61	5.73	4.12	12.51	3.11	4.75	3.72	6.73	2.35
Total Workforce	#	203516	148924	54592	8208	3530	104273	33344	17051	10544	14616	5338	2230	771	1327	511	1219	554
Total Workforce percent row	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Occupational Categories	Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
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NOTE: Percentages computed down columns and NOT across rows.

Table A4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent)

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female	
GS-01	#	55	33	22	0	1	23	17	2	1	3	2	2	0	2	0	1	1	
GS-01 percent row		%	100	60.00	40.00	0.00	1.82	41.82	30.91	3.64	5.45	3.64	3.64	0.00	3.64	0.00	1.82	1.82	
GS-02	#	191	121	70	4	4	99	50	4	7	12	7	0	0	2	1	0	1	
GS-02 percent row		%	100	63.35	36.65	2.09	2.09	51.83	26.18	2.09	3.66	6.28	3.66	0.00	0.00	1.05	0.52	0.00	0.52
GS-03	#	454	286	168	14	7	224	117	23	27	20	12	3	2	1	2	1	1	
GS-03 percent row		%	100	63.00	37.00	3.08	1.54	49.34	25.77	5.07	5.95	4.41	2.64	0.66	0.44	0.22	0.44	0.22	0.22
GS-04	#	2211	1117	1094	51	86	723	545	196	314	97	114	30	11	6	16	14	8	
GS-04 percent row		%	100	50.52	49.48	2.31	3.89	32.70	24.65	8.86	14.20	4.39	5.16	1.36	0.50	0.27	0.72	0.63	0.36
GS-05	#	5001	2419	2582	196	247	1236	1114	531	764	311	340	96	43	18	38	31	36	
GS-05 percent row		%	100	48.37	51.63	3.92	4.94	24.72	22.28	10.62	15.28	6.22	6.80	1.92	0.86	0.36	0.76	0.62	0.72
GS-06	#	4835	2500	2335	244	174	1241	1195	618	618	281	242	71	50	22	26	23	30	
GS-06 percent row		%	100	51.71	48.29	5.05	3.60	25.67	24.72	12.78	12.78	5.81	5.01	1.47	1.03	0.46	0.54	0.48	0.62
GS-07	#	13227	8675	4552	685	362	4352	2273	1881	1216	1409	507	181	92	85	45	82	57	
GS-07 percent row		%	100	65.59	34.41	5.18	2.74	32.90	17.18	14.22	9.19	10.65	3.83	1.37	0.70	0.64	0.34	0.62	0.43
GS-08	#	2653	1755	898	135	77	987	475	359	227	202	72	36	18	21	18	15	11	
GS-08 percent row		%	100	66.15	33.85	5.09	2.90	37.20	17.90	13.53	8.56	7.61	2.71	1.36	0.68	0.79	0.68	0.57	0.41
GS-09	#	13717	8611	5106	636	400	5304	2923	1308	1102	1070	503	137	73	77	53	79	52	
GS-09 percent row		%	100	62.78	37.22	4.64	2.92	38.67	21.31	9.54	8.03	7.80	3.67	1.00	0.53	0.56	0.39	0.58	0.38
GS-10	#	1589	1096	493	61	26	745	267	178	143	80	43	13	6	11	4	8	4	
GS-10 percent row		%	100	68.97	31.03	3.84	1.64	46.88	16.80	11.20	9.00	5.03	2.71	0.82	0.38	0.69	0.25	0.50	0.25
GS-11	#	20735	13815	6920	855	451	9529	4215	1829	1290	1188	753	155	90	148	57	111	64	
GS-11 percent row		%	100	66.63	33.37	4.12	2.18	45.96	20.33	8.82	6.22	5.73	3.63	0.75	0.43	0.71	0.27	0.54	0.31
GS-12	#	35746	25003	10743	1359	698	17956	6769	2572	1899	2429	1025	264	163	238	91	185	98	
GS-12 percent row		%	100	69.95	30.05	3.80	1.95	50.23	18.94	7.20	5.31	6.80	2.87	0.74	0.46	0.67	0.25	0.52	0.27
GS-13	#	45147	33519	11628	1695	646	25738	7819	2386	1767	3091	1122	196	102	260	95	153	77	
GS-13 percent row		%	100	74.24	25.76	3.75	1.43	57.01	17.32	5.28	3.91	6.85	2.49	0.43	0.23	0.58	0.21	0.34	0.17
GS-14	#	7868	5849	2019	231	89	4742	1446	413	284	343	171	50	10	37	7	33	12	
GS-14 percent row		%	100	74.34	25.66	2.94	1.13	60.27	18.38	5.25	3.61	4.36	2.17	0.64	0.13	0.47	0.09	0.42	0.15
GS-15	#	13156	10290	2866	373	137	8879	2147	422	348	518	194	33	10	47	18	18	12	
GS-15 percent row		%	100	78.22	21.78	2.84	1.04	67.49	16.32	3.21	2.65	3.94	1.47	0.25	0.08	0.36	0.14	0.14	0.09
All Other (Unspecified GS)	#	12	8	4	0	1	5	3	1	0	0	0	0	0	1	0	1	0	
All Other (Unspecified GS) percent row		%	100	66.67	33.33	0.00	8.33	41.67	25.00	8.33	0.00	0.00	0.00	0.00	8.33	0.00	8.33	0.00	
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Senior Executive Service percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	190	156	34	1	1	143	31	2	0	7	2	2	0	1	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	82.11	17.89	0.53	0.53	75.26	16.32	1.05	0.00	3.68	1.05	1.05	0.00	0.53	0.00	0.00	0.00
TOTAL	#	166787	115253	51534	6540	3407	81926	31406	12725	10007	11061	5109	1269	670	977	471	755	464
TOTAL percent row	%	100	69.10	30.90	3.92	2.04	49.12	18.83	7.63	6.00	6.63	3.06	0.76	0.40	0.59	0.28	0.45	0.28

Table A4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Temporary)

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
GS-01	#	193	138	55	9	1	113	26	5	22	8	4	1	0	2	1	0	1
GS-01 percent row	%	100	71.50	28.50	4.66	0.52	58.55	13.47	2.59	11.40	4.15	2.07	0.52	0.00	1.04	0.52	0.00	0.52
GS-02	#	47	25	22	1	1	19	13	3	1	2	6	0	1	0	0	0	0
GS-02 percent row	%	100	53.19	46.81	2.13	2.13	40.43	27.66	6.38	2.13	4.26	12.77	0.00	2.13	0.00	0.00	0.00	0.00
GS-03	#	129	64	65	5	9	50	47	1	5	8	4	0	0	0	0	0	0
GS-03 percent row	%	100	49.61	50.39	3.88	6.98	38.76	36.43	0.78	3.88	6.20	3.10	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	178	80	98	7	10	57	47	8	16	6	20	0	3	0	0	2	2
GS-04 percent row	%	100	44.94	55.06	3.93	5.62	32.02	26.40	4.49	8.99	3.37	11.24	0.00	1.69	0.00	0.00	1.12	1.12
GS-05	#	193	63	130	5	6	34	59	17	31	5	29	0	3	2	2	0	0
GS-05 percent row	%	100	32.64	67.36	2.59	3.11	17.62	30.57	8.81	16.06	2.59	15.03	0.00	1.55	1.04	1.04	0.00	0.00
GS-06	#	102	35	67	4	6	16	38	11	10	4	10	0	3	0	0	0	0
GS-06 percent row	%	100	34.31	65.69	3.92	5.88	15.69	37.25	10.78	9.80	3.92	9.80	0.00	2.94	0.00	0.00	0.00	0.00
GS-07	#	199	70	129	7	10	39	64	16	26	6	26	0	2	0	0	2	1
GS-07 percent row	%	100	35.18	64.82	3.52	5.03	19.60	32.16	8.04	13.07	3.02	13.07	0.00	1.01	0.00	0.00	1.01	0.50
GS-08	#	28	10	18	0	1	9	9	1	3	0	5	0	0	0	0	0	0
GS-08 percent row	%	100	35.71	64.29	0.00	3.57	32.14	32.14	3.57	10.71	0.00	17.86	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	304	130	174	7	11	95	119	18	19	6	19	3	2	0	0	1	4
GS-09 percent row	%	100	42.76	57.24	2.30	3.62	31.25	39.14	5.92	6.25	1.97	6.25	0.99	0.66	0.00	0.00	0.33	1.32
GS-10	#	7	5	2	1	0	4	1	0	0	0	1	0	0	0	0	0	0
GS-10 percent row	%	100	71.43	28.57	14.29	0.00	57.14	14.29	0.00	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	206	117	89	11	8	71	52	20	9	12	17	2	0	0	2	1	1
GS-11 percent row	%	100	56.80	43.20	5.34	3.88	34.47	25.24	9.71	4.37	5.83	8.25	0.97	0.00	0.00	0.97	0.49	0.49
GS-12	#	236	152	84	10	5	114	50	13	17	13	10	0	0	1	2	1	0
GS-12 percent row	%	100	64.41	35.59	4.24	2.12	48.31	21.19	5.51	7.20	5.51	4.24	0.00	0.00	0.42	0.85	0.42	0.00
GS-13	#	492	347	145	17	6	292	117	14	7	20	12	2	0	2	1	0	2
GS-13 percent row	%	100	70.53	29.47	3.46	1.22	59.35	23.78	2.85	1.42	4.07	2.44	0.41	0.00	0.41	0.20	0.00	0.41
GS-14	#	319	255	64	4	0	241	55	1	2	5	7	2	0	1	0	1	0
GS-14 percent row	%	100	79.94	20.06	1.25	0.00	75.55	17.24	0.31	0.63	1.57	2.19	0.63	0.00	0.31	0.00	0.31	0.00
GS-15	#	281	238	43	1	1	225	35	4	3	5	3	1	0	2	1	0	0
GS-15 percent row	%	100	84.70	15.30	0.36	0.36	80.07	12.46	1.42	1.07	1.78	1.07	0.36	0.00	0.71	0.36	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	333	248	85	6	4	222	68	12	7	5	5	2	0	1	1	0	0

DOD Department of the Navy

For period covering October 1, 2016 to September 30, 2017.

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Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Senior Executive Service percent row	%	100	74.47	25.53	1.80	1.20	66.67	20.42	3.60	2.10	1.50	1.50	0.60	0.00	0.30	0.30	0.00	0.00
Other Senior Pay (Non-SES)	#	74	55	19	0	1	52	16	3	1	0	1	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	74.32	25.68	0.00	1.35	70.27	21.62	4.05	1.35	0.00	1.35	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	3321	2032	1289	95	80	1653	816	147	179	105	179	13	14	11	10	8	11
TOTAL percent row	%	100	61.19	38.81	2.86	2.41	49.77	24.57	4.43	5.39	3.16	5.39	0.39	0.42	0.33	0.30	0.24	0.33

Table A4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent): Calculated within Group

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
GS-01	#	55	33	22	0	1	23	17	2	1	3	2	2	0	2	0	1	1
GS-01 percent row	%	0.03	0.03	0.04	0.00	0.03	0.03	0.05	0.02	0.01	0.03	0.04	0.16	0.00	0.20	0.00	0.13	0.22
GS-02	#	191	121	70	4	4	99	50	4	7	12	7	0	0	2	1	0	1
GS-02 percent row	%	0.11	0.10	0.14	0.06	0.12	0.12	0.16	0.03	0.07	0.11	0.14	0.00	0.00	0.20	0.21	0.00	0.22
GS-03	#	454	286	168	14	7	224	117	23	27	20	12	3	2	1	2	1	1
GS-03 percent row	%	0.27	0.25	0.33	0.21	0.21	0.27	0.37	0.18	0.27	0.18	0.23	0.24	0.30	0.10	0.42	0.13	0.22
GS-04	#	2211	1117	1094	51	86	723	545	196	314	97	114	30	11	6	16	14	8
GS-04 percent row	%	1.33	0.97	2.12	0.78	2.52	0.88	1.74	1.54	3.14	0.88	2.23	2.36	1.64	0.61	3.40	1.85	1.72
GS-05	#	5001	2419	2582	196	247	1236	1114	531	764	311	340	96	43	18	38	31	36
GS-05 percent row	%	3.00	2.10	5.01	3.00	7.25	1.51	3.55	4.17	7.63	2.81	6.65	7.57	6.42	1.84	8.07	4.11	7.76
GS-06	#	4835	2500	2335	244	174	1241	1195	618	618	281	242	71	50	22	26	23	30
GS-06 percent row	%	2.90	2.17	4.53	3.73	5.11	1.51	3.81	4.86	6.18	2.54	4.74	5.59	7.46	2.25	5.52	3.05	6.47
GS-07	#	13227	8675	4552	685	362	4352	2273	1881	1216	1409	507	181	92	85	45	82	57
GS-07 percent row	%	7.93	7.53	8.83	10.47	10.63	5.31	7.24	14.78	12.15	12.74	9.92	14.26	13.73	8.70	9.55	10.86	12.28
GS-08	#	2653	1755	898	135	77	987	475	359	227	202	72	36	18	21	18	15	11
GS-08 percent row	%	1.59	1.52	1.74	2.06	2.26	1.20	1.51	2.82	2.27	1.83	1.41	2.84	2.69	2.15	3.82	1.99	2.37
GS-09	#	13717	8611	5106	636	400	5304	2923	1308	1102	1070	503	137	73	77	53	79	52
GS-09 percent row	%	8.22	7.47	9.91	9.72	11.74	6.47	9.31	10.28	11.01	9.67	9.85	10.80	10.90	7.88	11.25	10.46	11.21
GS-10	#	1589	1096	493	61	26	745	267	178	143	80	43	13	6	11	4	8	4
GS-10 percent row	%	0.95	0.95	0.96	0.93	0.76	0.91	0.85	1.40	1.43	0.72	0.84	1.02	0.90	1.13	0.85	1.06	0.86
GS-11	#	20735	13815	6920	855	451	9529	4215	1829	1290	1188	753	155	90	148	57	111	64
GS-11 percent row	%	12.43	11.99	13.43	13.07	13.24	11.63	13.42	14.37	12.89	10.74	14.74	12.21	13.43	15.15	12.10	14.70	13.79
GS-12	#	35746	25003	10743	1359	698	17956	6769	2572	1899	2429	1025	264	163	238	91	185	98
GS-12 percent row	%	21.43	21.69	20.85	20.78	20.49	21.92	21.55	20.21	18.98	21.96	20.06	20.80	24.33	24.36	19.32	24.50	21.12
GS-13	#	45147	33519	11628	1695	646	25738	7819	2386	1767	3091	1122	196	102	260	95	153	77
GS-13 percent row	%	27.07	29.08	22.56	25.92	18.96	31.42	24.90	18.75	17.66	27.95	21.96	15.45	15.22	26.61	20.17	20.26	16.59
GS-14	#	7868	5849	2019	231	89	4742	1446	413	284	343	171	50	10	37	7	33	12
GS-14 percent row	%	4.72	5.07	3.92	3.53	2.61	5.79	4.60	3.25	2.84	3.10	3.35	3.94	1.49	3.79	1.49	4.37	2.59
GS-15	#	13156	10290	2866	373	137	8879	2147	422	348	518	194	33	10	47	18	18	12
GS-15 percent row	%	7.89	8.93	5.56	5.70	4.02	10.84	6.84	3.32	3.48	4.68	3.80	2.60	1.49	4.81	3.82	2.38	2.59
All Other (Unspecified GS)	#	12	8	4	0	1	5	3	1	0	0	0	0	0	1	0	1	0
All Other (Unspecified GS) percent row	%	0.01	0.01	0.01	0.00	0.03	0.01	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.10	0.00	0.13	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Other Senior Pay (Non-SES)	#	190	156	34	1	1	143	31	2	0	7	2	2	0	1	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.11	0.14	0.07	0.02	0.03	0.17	0.10	0.02	0.00	0.06	0.04	0.16	0.00	0.10	0.00	0.00	0.00
TOTAL	#	166787	115253	51534	6540	3407	81926	31406	12725	10007	11061	5109	1269	670	977	471	755	464
TOTAL percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

NOTE: Percentages computed down columns and NOT across rows.

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Table A4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Temporary): Calculated within Group

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
GS-01	#	193	138	55	9	1	113	26	5	22	8	4	1	0	2	1	0	1
GS-01 percent row	%	5.81	6.79	4.27	9.47	1.25	6.84	3.19	3.40	12.29	7.62	2.23	7.69	0.00	18.18	10.00	0.00	9.09
GS-02	#	47	25	22	1	1	19	13	3	1	2	6	0	1	0	0	0	0
GS-02 percent row	%	1.42	1.23	1.71	1.05	1.25	1.15	1.59	2.04	0.56	1.90	3.35	0.00	7.14	0.00	0.00	0.00	0.00
GS-03	#	129	64	65	5	9	50	47	1	5	8	4	0	0	0	0	0	0
GS-03 percent row	%	3.88	3.15	5.04	5.26	11.25	3.02	5.76	0.68	2.79	7.62	2.23	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	178	80	98	7	10	57	47	8	16	6	20	0	3	0	0	2	2
GS-04 percent row	%	5.36	3.94	7.60	7.37	12.50	3.45	5.76	5.44	8.94	5.71	11.17	0.00	21.43	0.00	0.00	25.00	18.18
GS-05	#	193	63	130	5	6	34	59	17	31	5	29	0	3	2	2	0	0
GS-05 percent row	%	5.81	3.10	10.09	5.26	7.50	2.06	7.23	11.56	17.32	4.76	16.20	0.00	21.43	18.18	20.00	0.00	0.00
GS-06	#	102	35	67	4	6	16	38	11	10	4	10	0	3	0	0	0	0
GS-06 percent row	%	3.07	1.72	5.20	4.21	7.50	0.97	4.66	7.48	5.59	3.81	5.59	0.00	21.43	0.00	0.00	0.00	0.00
GS-07	#	199	70	129	7	10	39	64	16	26	6	26	0	2	0	0	2	1
GS-07 percent row	%	5.99	3.44	10.01	7.37	12.50	2.36	7.84	10.88	14.53	5.71	14.53	0.00	14.29	0.00	0.00	25.00	9.09
GS-08	#	28	10	18	0	1	9	9	1	3	0	5	0	0	0	0	0	0
GS-08 percent row	%	0.84	0.49	1.40	0.00	1.25	0.54	1.10	0.68	1.68	0.00	2.79	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	304	130	174	7	11	95	119	18	19	6	19	3	2	0	0	1	4
GS-09 percent row	%	9.15	6.40	13.50	7.37	13.75	5.75	14.58	12.24	10.61	5.71	10.61	23.08	14.29	0.00	0.00	12.50	36.36
GS-10	#	7	5	2	1	0	4	1	0	0	0	1	0	0	0	0	0	0
GS-10 percent row	%	0.21	0.25	0.16	1.05	0.00	0.24	0.12	0.00	0.00	0.00	0.56	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	206	117	89	11	8	71	52	20	9	12	17	2	0	0	2	1	1
GS-11 percent row	%	6.20	5.76	6.90	11.58	10.00	4.30	6.37	13.61	5.03	11.43	9.50	15.38	0.00	0.00	20.00	12.50	9.09
GS-12	#	236	152	84	10	5	114	50	13	17	13	10	0	0	1	2	1	0
GS-12 percent row	%	7.11	7.48	6.52	10.53	6.25	6.90	6.13	8.84	9.50	12.38	5.59	0.00	0.00	9.09	20.00	12.50	0.00
GS-13	#	492	347	145	17	6	292	117	14	7	20	12	2	0	2	1	0	2
GS-13 percent row	%	14.81	17.08	11.25	17.89	7.50	17.66	14.34	9.52	3.91	19.05	6.70	15.38	0.00	18.18	10.00	0.00	18.18
GS-14	#	319	255	64	4	0	241	55	1	2	5	7	2	0	1	0	1	0
GS-14 percent row	%	9.61	12.55	4.97	4.21	0.00	14.58	6.74	0.68	1.12	4.76	3.91	15.38	0.00	9.09	0.00	12.50	0.00
GS-15	#	281	238	43	1	1	225	35	4	3	5	3	1	0	2	1	0	0
GS-15 percent row	%	8.46	11.71	3.34	1.05	1.25	13.61	4.29	2.72	1.68	4.76	1.68	7.69	0.00	18.18	10.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	333	248	85	6	4	222	68	12	7	5	5	2	0	1	1	0	0
Senior Executive Service percent row	%	10.03	12.20	6.59	6.32	5.00	13.43	8.33	8.16	3.91	4.76	2.79	15.38	0.00	9.09	10.00	0.00	0.00

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Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Other Senior Pay (Non-SES)	#	74	55	19	0	1	52	16	3	1	0	1	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	2.23	2.71	1.47	0.00	1.25	3.15	1.96	2.04	0.56	0.00	0.56	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	3321	2032	1289	95	80	1653	816	147	179	105	179	13	14	11	10	8	11
TOTAL percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

NOTE: Percentages computed down columns and NOT across rows.

Table A5: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Permanent)

WD/WG, WL/WS & OTHER Wage Grades		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Grade-01	#	325	239	86	6	3	181	59	27	11	13	7	7	3	3	1	2	2
Grade-01 percent row	%	100	73.54	26.46	1.85	0.92	55.69	18.15	8.31	3.38	4.00	2.15	2.15	0.92	0.92	0.31	0.62	0.62
Grade-02	#	309	226	83	18	9	120	36	53	25	24	13	7	0	2	0	2	0
Grade-02 percent row	%	100	73.14	26.86	5.83	2.91	38.83	11.65	17.15	8.09	7.77	4.21	2.27	0.00	0.65	0.00	0.65	0.00
Grade-03	#	415	343	72	15	2	228	38	60	19	23	6	10	2	3	3	4	2
Grade-03 percent row	%	100	82.65	17.35	3.61	0.48	54.94	9.16	14.46	4.58	5.54	1.45	2.41	0.48	0.72	0.72	0.96	0.48
Grade-04	#	176	146	30	11	6	76	9	33	8	18	4	5	2	0	0	3	1
Grade-04 percent row	%	100	82.95	17.05	6.25	3.41	43.18	5.11	18.75	4.55	10.23	2.27	2.84	1.14	0.00	0.00	1.70	0.57
Grade-05	#	3163	2745	418	113	17	2035	322	247	35	197	19	86	11	35	10	32	4
Grade-05 percent row	%	100	86.78	13.22	3.57	0.54	64.34	10.18	7.81	1.11	6.23	0.60	2.72	0.35	1.11	0.32	1.01	0.13
Grade-06	#	1463	1272	191	90	13	757	128	192	31	161	9	44	2	15	3	13	5
Grade-06 percent row	%	100	86.94	13.06	6.15	0.89	51.74	8.75	13.12	2.12	11.00	0.62	3.01	0.14	1.03	0.21	0.89	0.34
Grade-07	#	1301	1149	152	81	9	704	92	206	37	103	7	29	3	12	2	14	2
Grade-07 percent row	%	100	88.32	11.68	6.23	0.69	54.11	7.07	15.83	2.84	7.92	0.54	2.23	0.23	0.92	0.15	1.08	0.15
Grade-08	#	4406	4133	273	251	12	2818	192	569	46	312	9	87	2	59	8	37	4
Grade-08 percent row	%	100	93.80	6.20	5.70	0.27	63.96	4.36	12.91	1.04	7.08	0.20	1.97	0.05	1.34	0.18	0.84	0.09
Grade-09	#	2587	2345	242	121	5	1519	122	386	78	206	17	64	11	24	2	25	7
Grade-09 percent row	%	100	90.65	9.35	4.68	0.19	58.72	4.72	14.92	3.02	7.96	0.66	2.47	0.43	0.93	0.08	0.97	0.27
Grade-10	#	14442	13750	692	682	25	8939	395	1981	153	1496	55	361	28	125	4	166	32
Grade-10 percent row	%	100	95.21	4.79	4.72	0.17	61.90	2.74	13.72	1.06	10.36	0.38	2.50	0.19	0.87	0.03	1.15	0.22
Grade-11	#	2752	2622	130	118	7	1856	95	275	11	261	11	63	1	31	1	18	4
Grade-11 percent row	%	100	95.28	4.72	4.29	0.25	67.44	3.45	9.99	0.40	9.48	0.40	2.29	0.04	1.13	0.04	0.65	0.15
Grade-12	#	543	520	23	40	0	369	20	58	2	44	1	4	0	3	0	2	0
Grade-12 percent row	%	100	95.76	4.24	7.37	0.00	67.96	3.68	10.68	0.37	8.10	0.18	0.74	0.00	0.55	0.00	0.37	0.00
Grade-13	#	551	520	31	16	1	398	20	40	6	49	3	12	1	2	0	3	0
Grade-13 percent row	%	100	94.37	5.63	2.90	0.18	72.23	3.63	7.26	1.09	8.89	0.54	2.18	0.18	0.36	0.00	0.54	0.00
Grade-14	#	1081	1010	71	23	2	704	57	39	2	172	3	45	5	14	1	13	1
Grade-14 percent row	%	100	93.43	6.57	2.13	0.19	65.12	5.27	3.61	0.19	15.91	0.28	4.16	0.46	1.30	0.09	1.20	0.09
Grade-15	#	88	85	3	3	0	50	2	2	0	21	0	8	1	0	0	1	0
Grade-15 percent row	%	100	96.59	3.41	3.41	0.00	56.82	2.27	2.27	0.00	23.86	0.00	9.09	1.14	0.00	0.00	1.14	0.00
All Other Wage Grades	#	3127	2566	561	80	12	1593	351	158	73	455	65	129	29	22	5	129	26
All Other Wage Grades percent row	%	100	82.06	17.94	2.56	0.38	50.94	11.22	5.05	2.33	14.55	2.08	4.13	0.93	0.70	0.16	4.13	0.83
TOTAL	#	36729	33671	3058	1668	123	22347	1938	4326	537	3555	229	961	101	350	40	464	90
TOTAL percent row	%	100	91.67	8.33	4.54	0.33	60.84	5.28	11.78	1.46	9.68	0.62	2.62	0.27	0.95	0.11	1.26	0.25

Table A5: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Temporary)

WD/WG, WL/WS & OTHER Wage Grades		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Other Senior Pay (Non-SES)	#	51	44	7	2	0	26	3	15	3	0	1	1	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	86.27	13.73	3.92	0.00	50.98	5.88	29.41	5.88	0.00	1.96	1.96	0.00	0.00	0.00	0.00	0.00
TOTAL	#	17	16	1	3	0	9	1	3	0	0	0	1	0	0	0	0	0
TOTAL percent row	%	100	94.12	5.88	17.65	0.00	52.94	5.88	17.65	0.00	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00
Grade-03	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade-03 percent row	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	10	9	1	0	1	1	0	1	0	3	0	4	0	0	0	0	0
Grade-04 percent row	%	100	90.00	10.00	0.00	10.00	10.00	0.00	10.00	0.00	30.00	0.00	40.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	33	25	8	3	0	11	4	7	4	4	0	0	0	0	0	0	0
Grade-05 percent row	%	100	75.76	24.24	9.09	0.00	33.33	12.12	21.21	12.12	12.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	15	15	0	2	0	6	0	5	0	1	0	1	0	0	0	0	0
Grade-06 percent row	%	100	100.00	0.00	13.33	0.00	40.00	0.00	33.33	0.00	6.67	0.00	6.67	0.00	0.00	0.00	0.00	0.00
Grade-07	#	20	18	2	1	0	10	0	4	2	1	0	1	0	1	0	0	0
Grade-07 percent row	%	100	90.00	10.00	5.00	0.00	50.00	0.00	20.00	10.00	5.00	0.00	5.00	0.00	5.00	0.00	0.00	0.00
Grade-08	#	35	33	2	3	0	22	2	5	0	0	0	0	0	2	0	1	0
Grade-08 percent row	%	100	94.29	5.71	8.57	0.00	62.86	5.71	14.29	0.00	0.00	0.00	0.00	0.00	5.71	0.00	2.86	0.00
Grade-09	#	44	37	7	10	2	16	3	8	2	2	0	1	0	0	0	0	0
Grade-09 percent row	%	100	84.09	15.91	22.73	4.55	36.36	6.82	18.18	4.55	4.55	0.00	2.27	0.00	0.00	0.00	0.00	0.00
Grade-10	#	70	70	0	9	0	42	0	10	0	5	0	3	0	1	0	0	0
Grade-10 percent row	%	100	100.00	0.00	12.86	0.00	60.00	0.00	14.29	0.00	7.14	0.00	4.29	0.00	1.43	0.00	0.00	0.00
Grade-11	#	10	10	0	0	0	7	0	2	0	0	0	1	0	0	0	0	0
Grade-11 percent row	%	100	100.00	0.00	0.00	0.00	70.00	0.00	20.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-12 percent row	%	100	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade-13 percent row	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	3	3	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0
Grade-14 percent row	%	100	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	311	283	28	34	3	154	13	60	11	17	1	13	0	4	0	1	0
TOTAL percent row	%	100	91.00	9.00	10.93	0.96	49.52	4.18	19.29	3.54	5.47	0.32	4.18	0.00	1.29	0.00	0.32	0.00

For period covering October 1, 2016 to September 30, 2017.

WD/WG, WL/WS & OTHER Wage Grades		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Grade-01	#	325	239	86	6	3	181	59	27	11	13	7	7	3	3	1	2	2
Grade-01 percent row	%	0.88	0.71	2.81	0.36	2.44	0.81	3.04	0.62	2.05	0.37	3.06	0.73	2.97	0.86	2.50	0.43	2.22
Grade-02	#	309	226	83	18	9	120	36	53	25	24	13	7	0	2	0	2	0
Grade-02 percent row	%	0.84	0.67	2.71	1.08	7.32	0.54	1.86	1.23	4.66	0.68	5.68	0.73	0.00	0.57	0.00	0.43	0.00
Grade-03	#	415	343	72	15	2	228	38	60	19	23	6	10	2	3	3	4	2
Grade-03 percent row	%	1.13	1.02	2.35	0.90	1.63	1.02	1.96	1.39	3.54	0.65	2.62	1.04	1.98	0.86	7.50	0.86	2.22
Grade-04	#	176	146	30	11	6	76	9	33	8	18	4	5	2	0	0	3	1
Grade-04 percent row	%	0.48	0.43	0.98	0.66	4.88	0.34	0.46	0.76	1.49	0.51	1.75	0.52	1.98	0.00	0.00	0.65	1.11
Grade-05	#	3163	2745	418	113	17	2035	322	247	35	197	19	86	11	35	10	32	4
Grade-05 percent row	%	8.61	8.15	13.67	6.77	13.82	9.11	16.62	5.71	6.52	5.54	8.30	8.95	10.89	10.00	25.00	6.90	4.44
Grade-06	#	1463	1272	191	90	13	757	128	192	31	161	9	44	2	15	3	13	5
Grade-06 percent row	%	3.98	3.78	6.25	5.40	10.57	3.39	6.60	4.44	5.77	4.53	3.93	4.58	1.98	4.29	7.50	2.80	5.56
Grade-07	#	1301	1149	152	81	9	704	92	206	37	103	7	29	3	12	2	14	2
Grade-07 percent row	%	3.54	3.41	4.97	4.86	7.32	3.15	4.75	4.76	6.89	2.90	3.06	3.02	2.97	3.43	5.00	3.02	2.22
Grade-08	#	4406	4133	273	251	12	2818	192	569	46	312	9	87	2	59	8	37	4
Grade-08 percent row	%	12.00	12.27	8.93	15.05	9.76	12.61	9.91	13.15	8.57	8.78	3.93	9.05	1.98	16.86	20.00	7.97	4.44
Grade-09	#	2587	2345	242	121	5	1519	122	386	78	206	17	64	11	24	2	25	7
Grade-09 percent row	%	7.04	6.96	7.91	7.25	4.07	6.80	6.30	8.92	14.53	5.79	7.42	6.66	10.89	6.86	5.00	5.39	7.78
Grade-10	#	14442	13750	692	682	25	8939	395	1981	153	1496	55	361	28	125	4	166	32
Grade-10 percent row	%	39.32	40.84	22.63	40.89	20.33	40.00	20.38	45.79	28.49	42.08	24.02	37.57	27.72	35.71	10.00	35.78	35.56
Grade-11	#	2752	2622	130	118	7	1856	95	275	11	261	11	63	1	31	1	18	4
Grade-11 percent row	%	7.49	7.79	4.25	7.07	5.69	8.31	4.90	6.36	2.05	7.34	4.80	6.56	0.99	8.86	2.50	3.88	4.44
Grade-12	#	543	520	23	40	0	369	20	58	2	44	1	4	0	3	0	2	0
Grade-12 percent row	%	1.48	1.54	0.75	2.40	0.00	1.65	1.03	1.34	0.37	1.24	0.44	0.42	0.00	0.86	0.00	0.43	0.00
Grade-13	#	551	520	31	16	1	398	20	40	6	49	3	12	1	2	0	3	0
Grade-13 percent row	%	1.50	1.54	1.01	0.96	0.81	1.78	1.03	0.92	1.12	1.38	1.31	1.25	0.99	0.57	0.00	0.65	0.00
Grade-14	#	1081	1010	71	23	2	704	57	39	2	172	3	45	5	14	1	13	1
Grade-14 percent row	%	2.94	3.00	2.32	1.38	1.63	3.15	2.94	0.90	0.37	4.84	1.31	4.68	4.95	4.00	2.50	2.80	1.11
Grade-15	#	88	85	3	3	0	50	2	2	0	21	0	8	1	0	0	1	0
Grade-15 percent row	%	0.24	0.25	0.10	0.18	0.00	0.22	0.10	0.05	0.00	0.59	0.00	0.83	0.99	0.00	0.00	0.22	0.00
All Other Wage Grades	#	3127	2566	561	80	12	1593	351	158	73	455	65	129	29	22	5	129	26
All Other Wage Grades percent row	%	8.51	7.62	18.35	4.80	9.76	7.13	18.11	3.65	13.59	12.80	28.38	13.42	28.71	6.29	12.50	27.80	28.89
TOTAL	#	36729	33671	3058	1668	123	22347	1938	4326	537	3555	229	961	101	350	40	464	90
TOTAL percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

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WD/WG, WL/WS & OTHER Wage Grades	Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
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NOTE: Percentages computed down columns and NOT across rows.

Table A5: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Temporary): Calculated within Group

WD/WG, WL/WS & OTHER Wage Grades		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Other Senior Pay (Non-SES)	#	51	44	7	2	0	26	3	15	3	0	1	1	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	15.55	14.72	24.14	5.41	0.00	15.95	21.43	23.81	27.27	0.00	100.00	7.14	0.00	0.00	0.00	0.00	0.00
TOTAL	#	17	16	1	3	0	9	1	3	0	0	0	1	0	0	0	0	0
TOTAL percent row	%	5.18	5.35	3.45	8.11	0.00	5.52	7.14	4.76	0.00	0.00	0.00	7.14	0.00	0.00	0.00	0.00	0.00
Grade-03	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade-03 percent row	%	0.30	0.33	0.00	0.00	0.00	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	10	9	1	0	1	1	0	1	0	3	0	4	0	0	0	0	0
Grade-04 percent row	%	3.05	3.01	3.45	0.00	33.33	0.61	0.00	1.59	0.00	17.65	0.00	28.57	0.00	0.00	0.00	0.00	0.00
Grade-05	#	33	25	8	3	0	11	4	7	4	4	0	0	0	0	0	0	0
Grade-05 percent row	%	10.06	8.36	27.59	8.11	0.00	6.75	28.57	11.11	36.36	23.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	15	15	0	2	0	6	0	5	0	1	0	1	0	0	0	0	0
Grade-06 percent row	%	4.57	5.02	0.00	5.41	0.00	3.68	0.00	7.94	0.00	5.88	0.00	7.14	0.00	0.00	0.00	0.00	0.00
Grade-07	#	20	18	2	1	0	10	0	4	2	1	0	1	0	1	0	0	0
Grade-07 percent row	%	6.10	6.02	6.90	2.70	0.00	6.13	0.00	6.35	18.18	5.88	0.00	7.14	0.00	25.00	0.00	0.00	0.00
Grade-08	#	35	33	2	3	0	22	2	5	0	0	0	0	0	2	0	1	0
Grade-08 percent row	%	10.67	11.04	6.90	8.11	0.00	13.50	14.29	7.94	0.00	0.00	0.00	0.00	0.00	50.00	0.00	100.00	0.00
Grade-09	#	44	37	7	10	2	16	3	8	2	2	0	1	0	0	0	0	0
Grade-09 percent row	%	13.41	12.37	24.14	27.03	66.67	9.82	21.43	12.70	18.18	11.76	0.00	7.14	0.00	0.00	0.00	0.00	0.00
Grade-10	#	70	70	0	9	0	42	0	10	0	5	0	3	0	1	0	0	0
Grade-10 percent row	%	21.34	23.41	0.00	24.32	0.00	25.77	0.00	15.87	0.00	29.41	0.00	21.43	0.00	25.00	0.00	0.00	0.00
Grade-11	#	10	10	0	0	0	7	0	2	0	0	0	1	0	0	0	0	0
Grade-11 percent row	%	3.05	3.34	0.00	0.00	0.00	4.29	0.00	3.17	0.00	0.00	0.00	7.14	0.00	0.00	0.00	0.00	0.00
Grade-12	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-12 percent row	%	0.30	0.33	0.00	2.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Grade-13 percent row	%	0.30	0.33	0.00	0.00	0.00	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	3	3	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0
Grade-14 percent row	%	0.91	1.00	0.00	0.00	0.00	1.23	0.00	0.00	0.00	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	311	283	28	34	3	154	13	60	11	17	1	13	0	4	0	1	0
TOTAL percent row	%	94.82	94.65	96.55	91.89	100.00	94.48	92.86	95.24	100.00	100.00	100.00	92.86	0.00	100.00	0.00	100.00	0.00

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WD/WG, WL/WS & OTHER Wage Grades	Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
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NOTE: Percentages computed down columns and NOT across rows.

File Process Date and Time: 05/02/2018 12:02 PM

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Permanent)

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Occupational CLF	%	100	58.9	41	2.7	2.2	47.4	31.1	3	3.7	5.3	3.4	0	0	0.2	0.3	0.3	0.3
0343: MANAGEMENT PROGRAM ANALYSIS	#	10438	5340	5098	315	318	3976	3380	631	897	285	358	45	68	53	40	35	37
0343: MANAGEMENT PROGRAM ANALYSIS percent row	%	100	51.16	48.84	3.02	3.05	38.09	32.38	6.05	8.59	2.73	3.43	0.43	0.65	0.51	0.38	0.34	0.35
2210: INFORMATION TECHNOLOGY MANAGEMENT	#	10422	7893	2529	487	170	5603	1577	1003	499	568	213	79	28	79	24	74	18
2210: INFORMATION TECHNOLOGY MANAGEMENT percent row	%	100	75.73	24.27	4.67	1.63	53.76	15.13	9.62	4.79	5.45	2.04	0.76	0.27	0.76	0.23	0.71	0.17
Occupational CLF	%	100	70.6	29.3	5.8	2.3	50.6	20.2	6.7	4.4	6.5	2	0.1	0	0.5	0.3	0.4	0.1
0855: ELECTRONICS ENGINEERING	#	7921	7003	918	461	69	4765	449	373	116	1313	261	41	10	28	6	22	7
0855: ELECTRONICS ENGINEERING percent row	%	100	88.41	11.59	5.82	0.87	60.16	5.67	4.71	1.46	16.58	3.30	0.52	0.13	0.35	0.08	0.28	0.09
Occupational CLF	%	100	91	8.9	5.1	0.6	66.1	5.1	4.4	0.8	14.4	2.4	0.1	0	0.5	0	0.4	0
0830: MECHANICAL ENGINEERING	#	7352	6450	902	328	64	5191	674	204	52	647	94	23	6	23	7	34	5
0830: MECHANICAL ENGINEERING percent row	%	100	87.73	12.27	4.46	0.87	70.61	9.17	2.77	0.71	8.80	1.28	0.31	0.08	0.31	0.10	0.46	0.07
Occupational CLF	%	100	92.7	7.3	4.5	0.4	74.3	5.5	3.6	0.4	9.4	0.9	0.1	0	0.4	0	0.4	0.1
0802: ENGINEERING TECHNICIAN	#	6615	6087	528	247	22	4870	385	451	74	362	34	51	8	77	3	29	2
0802: ENGINEERING TECHNICIAN percent row	%	100	92.02	7.98	3.73	0.33	73.62	5.82	6.82	1.12	5.47	0.51	0.77	0.12	1.16	0.05	0.44	0.03
Occupational CLF	%	100	80.6	19.6	7.9	2	58.4	12.6	7.1	2.3	5.8	2.4	0.1	0	0.8	0.2	0.5	0.1
0346: LOGISTICS MANAGEMENT	#	5948	4169	1779	220	139	3055	1205	542	311	271	89	24	6	36	18	21	11
0346: LOGISTICS MANAGEMENT percent row	%	100	70.09	29.91	3.70	2.34	51.36	20.26	9.11	5.23	4.56	1.50	0.40	0.10	0.61	0.30	0.35	0.18
Occupational CLF	%	100	65	35.1	5.8	3.4	44.7	23.5	10.3	5.3	3	1.9	0.3	0.1	0.6	0.5	0.3	0.4
0501: FINANCIAL ADMINISTRATION & PROGRAM	#	5482	1807	3675	131	232	1116	2066	323	880	193	387	18	57	12	20	14	33
0501: FINANCIAL ADMINISTRATION & PROGRAM percent row	%	100	32.96	67.04	2.39	4.23	20.36	37.69	5.89	16.05	3.52	7.06	0.33	1.04	0.22	0.36	0.26	0.60
Occupational CLF	%	100	43.7	56.2	4.3	6.3	31.6	37.3	4.7	7.7	2.5	3.8	0	0.1	0.3	0.8	0.3	0.2
0801: GENERAL ENGINEERING	#	5468	4594	874	212	41	3638	612	219	77	453	128	20	2	25	4	27	10
0801: GENERAL ENGINEERING percent row	%	100	84.02	15.98	3.88	0.75	66.53	11.19	4.01	1.41	8.28	2.34	0.37	0.04	0.46	0.07	0.49	0.18
Occupational CLF	%	100	88	12.1	4.5	0.8	66.7	7.6	3.4	0.9	12.4	2.6	0.1	0	0.5	0.1	0.4	0.1
1102: CONTRACTING	#	5083	2248	2835	117	157	1605	1802	285	529	173	246	27	56	15	22	26	23
1102: CONTRACTING percent row	%	100	44.23	55.77	2.30	3.09	31.58	35.45	5.61	10.41	3.40	4.84	0.53	1.10	0.30	0.43	0.51	0.45
Occupational CLF	%	100	46.4	53.6	3.8	4.1	37.3	41.1	3	5.4	1.8	2.2	0	0.1	0.4	0.5	0.1	0.2
0301: MISCELLANEOUS ADMINISTRATION & PROGRAM	#	4689	2915	1774	182	130	2205	1136	308	339	124	103	31	25	43	24	22	17
0301: MISCELLANEOUS ADMINISTRATION & PROGRAM percent row	%	100	62.17	37.83	3.88	2.77	47.02	24.23	6.57	7.23	2.64	2.20	0.66	0.53	0.92	0.51	0.47	0.36
Occupational CLF	%	100	37.5	62.5	3.7	6.2	26.3	42.2	3.6	8.7	3.4	4.4	0	0	0.3	0.6	0.2	0.4

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Temporary)

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
0343: MANAGEMENT PROGRAM ANALYSIS	#	90	57	33	3	1	40	23	13	3	0	3	1	1	0	1	0	1
0343: MANAGEMENT PROGRAM ANALYSIS percent row	%	100	63.33	36.67	3.33	1.11	44.44	25.56	14.44	3.33	0.00	3.33	1.11	1.11	0.00	1.11	0.00	1.11
Occupational CLF	%	100	58.9	41	2.7	2.2	47.4	31.1	3	3.7	5.3	3.4	0	0	0.2	0.3	0.3	0.3
2210: INFORMATION TECHNOLOGY MANAGEMENT	#	96	77	19	9	1	49	14	7	3	8	0	2	0	0	1	2	0
2210: INFORMATION TECHNOLOGY MANAGEMENT percent row	%	100	80.21	19.79	9.38	1.04	51.04	14.58	7.29	3.13	8.33	0.00	2.08	0.00	0.00	1.04	2.08	0.00
Occupational CLF	%	100	70.6	29.3	5.8	2.3	50.6	20.2	6.7	4.4	6.5	2	0.1	0	0.5	0.3	0.4	0.1
0855: ELECTRONICS ENGINEERING	#	9	8	1	0	0	7	1	0	0	1	0	0	0	0	0	0	0
0855: ELECTRONICS ENGINEERING percent row	%	100	88.89	11.11	0.00	0.00	77.78	11.11	0.00	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	91	8.9	5.1	0.6	66.1	5.1	4.4	0.8	14.4	2.4	0.1	0	0.5	0	0.4	0
0830: MECHANICAL ENGINEERING	#	7	7	0	0	0	5	0	0	0	1	0	1	0	0	0	0	0
0830: MECHANICAL ENGINEERING percent row	%	100	100.00	0.00	0.00	0.00	71.43	0.00	0.00	0.00	14.29	0.00	14.29	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	92.7	7.3	4.5	0.4	74.3	5.5	3.6	0.4	9.4	0.9	0.1	0	0.4	0	0.4	0.1
0802: ENGINEERING TECHNICIAN	#	21	21	0	0	0	16	0	0	0	5	0	0	0	0	0	0	0
0802: ENGINEERING TECHNICIAN percent row	%	100	100.00	0.00	0.00	0.00	76.19	0.00	0.00	0.00	23.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	80.6	19.6	7.9	2	58.4	12.6	7.1	2.3	5.8	2.4	0.1	0	0.8	0.2	0.5	0.1
0346: LOGISTICS MANAGEMENT	#	37	32	5	0	1	25	4	6	0	0	0	1	0	0	0	0	0
0346: LOGISTICS MANAGEMENT percent row	%	100	86.49	13.51	0.00	2.70	67.57	10.81	16.22	0.00	0.00	0.00	2.70	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	65	35.1	5.8	3.4	44.7	23.5	10.3	5.3	3	1.9	0.3	0.1	0.6	0.5	0.3	0.4
0501: FINANCIAL ADMINISTRATION & PROGRAM	#	49	21	28	1	3	13	12	5	6	2	7	0	0	0	0	0	0
0501: FINANCIAL ADMINISTRATION & PROGRAM percent row	%	100	42.86	57.14	2.04	6.12	26.53	24.49	10.20	12.24	4.08	14.29	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	43.7	56.2	4.3	6.3	31.6	37.3	4.7	7.7	2.5	3.8	0	0.1	0.3	0.8	0.3	0.2
0801: GENERAL ENGINEERING	#	75	62	13	1	2	55	8	2	3	2	0	1	0	1	0	0	0
0801: GENERAL ENGINEERING percent row	%	100	82.67	17.33	1.33	2.67	73.33	10.67	2.67	4.00	2.67	0.00	1.33	0.00	1.33	0.00	0.00	0.00
Occupational CLF	%	100	88	12.1	4.5	0.8	66.7	7.6	3.4	0.9	12.4	2.6	0.1	0	0.5	0.1	0.4	0.1
1102: CONTRACTING	#	31	17	14	3	2	11	9	2	2	1	1	0	0	0	0	0	0
1102: CONTRACTING percent row	%	100	54.84	45.16	9.68	6.45	35.48	29.03	6.45	6.45	3.23	3.23	0.00	0.00	0.00	0.00	0.00	0.00
Occupational CLF	%	100	46.4	53.6	3.8	4.1	37.3	41.1	3	5.4	1.8	2.2	0	0.1	0.4	0.5	0.1	0.2
0301: MISCELLANEOUS ADMINISTRATION & PROGRAM	#	151	110	41	1	4	97	31	6	3	5	3	0	0	1	0	0	0
0301: MISCELLANEOUS ADMINISTRATION & PROGRAM percent row	%	100	72.85	27.15	0.66	2.65	64.24	20.53	3.97	1.99	3.31	1.99	0.00	0.00	0.66	0.00	0.00	0.00
Occupational CLF	%	100	37.5	62.5	3.7	6.2	26.3	42.2	3.6	8.7	3.4	4.4	0	0	0.3	0.6	0.2	0.4

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Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Permanent New Hires	#	9994	7025	2969	409	155	4783	1844	884	593	683	272	102	39	82	30	82	36
Permanent New Hires percent row	%	100	70.29	29.71	4.09	1.55	47.86	18.45	8.85	5.93	6.83	2.72	1.02	0.39	0.82	0.30	0.82	0.36
Temporary New Hires	#	1345	914	431	50	22	694	257	79	87	63	51	11	5	8	5	9	4
Temporary New Hires percent row	%	100	67.96	32.04	3.72	1.64	51.60	19.11	5.87	6.47	4.68	3.79	0.82	0.37	0.59	0.37	0.67	0.30
Non-Appropriated New Hires	#	17474	5580	11894	713	1693	2234	4965	1338	2732	646	1402	223	447	64	147	362	508
Non-Appropriated New Hires percent row	%	100	31.93	68.07	4.08	9.69	12.78	28.41	7.66	15.63	3.70	8.02	1.28	2.56	0.37	0.84	2.07	2.91
Total New Hires	#	28813	13519	15294	1172	1870	7711	7066	2301	3412	1392	1725	336	491	154	182	453	548
Total New Hires percent row	%	100	46.92	53.08	4.07	6.49	26.76	24.52	7.99	11.84	4.83	5.99	1.17	1.70	0.53	0.63	1.57	1.90
Alternate Benchmark	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLF2010	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Total Employees Eligible for Career Ladder Promotions	#	18860	13161	5699	748	384	9481	3694	1268	903	1279	521	164	59	96	57	125	81
Total Employees Eligible for Career Ladder Promotions percent row	%	100	69.78	30.22	3.97	2.04	50.27	19.59	6.72	4.79	6.78	2.76	0.87	0.31	0.51	0.30	0.66	0.43
Time in grade in excess of minimum: 1 - 12 months	#	1485	1060	425	61	30	733	266	103	70	122	41	16	8	7	2	18	8
Time in grade in excess of minimum: 1 - 12 months percent row	%	100	71.38	28.62	4.11	2.02	49.36	17.91	6.94	4.71	8.22	2.76	1.08	0.54	0.47	0.13	1.21	0.54
Time in grade in excess of minimum: 13 - 24 months	#	506	345	161	27	16	233	99	28	23	44	15	6	3	4	3	3	2
Time in grade in excess of minimum: 13 - 24 months percent row	%	100	68.18	31.82	5.34	3.16	46.05	19.57	5.53	4.55	8.70	2.96	1.19	0.59	0.79	0.59	0.59	0.40
Time in grade in excess of minimum: 25 + months	#	1118	717	401	47	46	481	196	89	94	74	44	12	8	9	3	5	10
Time in grade in excess of minimum: 25 + months percent row	%	100	64.13	35.87	4.20	4.11	43.02	17.53	7.96	8.41	6.62	3.94	1.07	0.72	0.81	0.27	0.45	0.89

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

[illegible]

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Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Relevant Applicant Pool	#	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																		

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female	
Slots for GS-5 to GS-12 Program	#	0																	
Relevant Pool for GS-5 to GS-12 Program	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Applied for GS-5 to GS-12 Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Applied for GS-5 to GS-12 Program percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants for GS-5 to GS-12 Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Participants for GS-5 to GS-12 Program percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Slots for GS-13 to GS-14 Program	#	0																	
Relevant Pool for GS-13 to GS-14 Program	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Applied for GS-13 to GS-14 Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Applied for GS-13 to GS-14 Program percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants for GS-13 to GS-14 Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Participants for GS-13 to GS-14 Program percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Slots for GS-15 to SES Program	#	0																	
Relevant Pool for GS-15 to SES Program	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Applied for GS-15 to SES Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Applied for GS-15 to SES Program percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Participants for GS-15 to SES Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Participants for GS-15 to SES Program percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.																			

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

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Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Voluntary Separations	#	21449	10021	11428	749	1403	6110	5704	1630	2250	982	1301	238	321	94	136	218	313
Voluntary Separations percent row	%	100	46.72	53.28	3.49	6.54	28.49	26.59	7.60	10.49	4.58	6.07	1.11	1.50	0.44	0.63	1.02	1.46
Involuntary Separations	#	3112	1526	1586	128	206	744	604	413	524	127	130	44	39	20	27	50	56
Involuntary Separations percent row	%	100	49.04	50.96	4.11	6.62	23.91	19.41	13.27	16.84	4.08	4.18	1.41	1.25	0.64	0.87	1.61	1.80
Total Separations	#	24561	11547	13014	877	1609	6854	6308	2043	2774	1109	1431	282	360	114	163	268	369
Total Separations percent row	%	100	47.01	52.99	3.57	6.55	27.91	25.68	8.32	11.29	4.52	5.83	1.15	1.47	0.46	0.66	1.09	1.50
Total Workforce	#	256421	167693	88728	10130	7687	113526	47583	20540	17776	17325	11495	2928	1985	1498	817	1746	1385
Total Workforce percent row	%	100	65.40	34.60	3.95	3.00	44.27	18.56	8.01	6.93	6.76	4.48	1.14	0.77	0.58	0.32	0.68	0.54

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Workforce Tables

**Tables B1-B14
Individuals with Disabilities
&
Individuals with Targeted
Disabilities (IWTD)**

These tables are mandatory protected templates provided by EEOC, and do not permit modifications to formats, fonts, etc.

Table B1: TOTAL WORKFORCE - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Employment Tenure		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Workforce: Prior FY	#	256574	226317	9589	20668	1613	186	103	62	206	52	284	78	603	39
Total Workforce: Prior FY percent row	%	100	88.21	3.74	8.06	0.63	0.07	0.04	0.02	0.08	0.02	0.11	0.03	0.24	0.02
Total Workforce: Current FY	#	256421	224082	10704	21635	1658	180	105	62	208	44	293	81	656	29
Total Workforce: Current FY percent row	%	100	87.39	4.17	8.44	0.65	0.07	0.04	0.02	0.08	0.02	0.11	0.03	0.26	0.01
Difference	#	-153	-2235	1115	967	45	-6	2	0	2	-8	9	3	53	-10
Ratio Change	%	0.00	-0.82	0.43	0.38	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	-0.01
Net Change	%	-0.06	-0.99	11.63	4.68	2.79	-3.23	1.94	0.00	0.97	-15.38	3.17	3.85	8.79	-25.64
Federal Goal	%					2.00									
Permanent Workforce: Prior FY	#	202523	177290	7715	17518	1405	178	86	59	197	48	229	63	512	33
Permanent Workforce: Prior FY percent row	%	100	87.54	3.81	8.65	0.69	0.09	0.04	0.03	0.10	0.02	0.11	0.03	0.25	0.02
Permanent Workforce: Current FY	#	203516	176790	8846	17880	1381	163	78	55	190	40	229	60	539	27
Permanent Workforce: Current FY percent row	%	100	86.87	4.35	8.79	0.68	0.08	0.04	0.03	0.09	0.02	0.11	0.03	0.26	0.01
Difference	#	993	-500	1131	362	-24	-15	-8	-4	-7	-8	0	-3	27	-6
Ratio Change	%	0.00	-0.67	0.54	0.14	-0.01	-0.01	0.00	0.00	-0.01	0.00	0.00	0.00	0.01	-0.01
Net Change	%	0.49	-0.28	14.66	2.07	-1.71	-8.43	-9.30	-6.78	-3.55	-16.67	0.00	-4.76	5.27	-18.18
Temporary Workforce: Prior FY	#	4151	3629	271	251	16	0	1	1	1	1	2	0	10	0
Temporary Workforce: Prior FY percent row	%	100	87.42	6.53	6.05	0.39	0.00	0.02	0.02	0.02	0.02	0.05	0.00	0.24	0.00
Temporary Workforce: Current FY	#	3632	3124	273	235	21	1	0	1	1	1	4	4	9	0
Temporary Workforce: Current FY percent row	%	100	86.01	7.52	6.47	0.58	0.03	0.00	0.03	0.03	0.03	0.11	0.11	0.25	0.00
Difference	#	-519	-505	2	-16	5	1	-1	0	0	0	2	4	-1	0
Ratio Change	%	0.00	-1.41	0.99	0.42	0.19	0.03	-0.02	0.01	0.01	0.01	0.06	0.11	0.01	0.00
Net Change	%	-12.50	-13.92	0.74	-6.37	31.25	0.00	-100.00	0.00	0.00	0.00	100.00	0.00	-10.00	0.00
Non-Appropriated Workforce: Prior FY	#	49900	45398	1603	2899	192	8	16	2	8	3	53	15	81	6
Non-Appropriated Workforce: Prior FY percent row	%	100	90.98	3.21	5.81	0.38	0.02	0.03	0.00	0.02	0.01	0.11	0.03	0.16	0.01
Non-Appropriated Workforce: Current FY	#	49273	44168	1585	3520	256	16	27	6	17	3	60	17	108	2
Non-Appropriated Workforce: Current FY percent row	%	100	89.64	3.22	7.14	0.52	0.03	0.05	0.01	0.03	0.01	0.12	0.03	0.22	0.00
Difference	#	-627	-1230	-18	621	64	8	11	4	9	0	7	2	27	-4
Ratio Change	%	0.00	-1.34	0.01	1.33	0.14	0.01	0.02	0.01	0.01	0.00	0.01	0.00	0.06	-0.01
Net Change	%	-1.26	-2.71	-1.12	21.42	33.33	100.00	68.75	200.00	112.50	0.00	13.21	13.33	33.33	-66.67

Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Subordinate Component		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Workforce	#	203516	176790	8846	17880	1381	163	78	55	190	40	229	60	539	27
Total Workforce percent	%	100	86.87	4.35	8.79	0.68	0.08	0.04	0.03	0.09	0.02	0.11	0.03	0.26	0.01
Federal Goal	%					2.00									
Total Workforce	#	202135	176790	8846	16499	1381	163	78	55	190	40	229	60	539	27
Total Workforce percent row	%	100	87.46	4.38	8.16	0.68	0.08	0.04	0.03	0.09	0.02	0.11	0.03	0.27	0.01
11 - IMMEDIATE OFFICE OF THE CHIEF OF NAVAL OPERATIONS	#	1466	1162	115	189	8	1	0	0	0	0	2	1	4	0
11 - IMMEDIATE OFFICE OF THE CHIEF OF NAVAL OPERATIONS percent row	%	100	79.26	7.84	12.89	0.55	0.07	0.00	0.00	0.00	0.00	0.14	0.07	0.27	0.00
12 - DON, ASSISTANT FOR ADMINISTRATION	#	4429	3619	364	446	34	5	3	1	3	0	7	0	15	0
12 - DON, ASSISTANT FOR ADMINISTRATION percent row	%	100	81.71	8.22	10.07	0.77	0.11	0.07	0.02	0.07	0.00	0.16	0.00	0.34	0.00
14 - OFFICE OF NAVAL RESEARCH	#	2974	2680	112	182	15	3	1	0	1	1	2	1	6	0
14 - OFFICE OF NAVAL RESEARCH percent row	%	100	90.11	3.77	6.12	0.50	0.10	0.03	0.00	0.03	0.03	0.07	0.03	0.20	0.00
15 - NAVAL INTELLIGENCE COMMAND	#	766	677	29	60	1	0	0	0	0	0	0	0	1	0
15 - NAVAL INTELLIGENCE COMMAND percent row	%	100	88.38	3.79	7.83	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.13	0.00
18 - BUREAU OF MEDICINE AND SURGERY	#	11113	9558	551	1004	93	9	3	4	6	2	15	8	46	0
18 - BUREAU OF MEDICINE AND SURGERY percent row	%	100	86.01	4.96	9.03	0.84	0.08	0.03	0.04	0.05	0.02	0.13	0.07	0.41	0.00
19 - NAVAL AIR SYSTEMS COMMAND	#	27758	24591	996	2171	204	29	10	9	33	12	32	2	70	7
19 - NAVAL AIR SYSTEMS COMMAND percent row	%	100	88.59	3.59	7.82	0.73	0.10	0.04	0.03	0.12	0.04	0.12	0.01	0.25	0.03
22 - CHIEF OF BUREAU OF NAVAL PERSONNEL	#	4162	3339	267	556	54	8	7	3	5	1	9	3	17	1
22 - CHIEF OF BUREAU OF NAVAL PERSONNEL percent row	%	100	80.23	6.42	13.36	1.30	0.19	0.17	0.07	0.12	0.02	0.22	0.07	0.41	0.02
23 - NAVAL SUPPLY SYSTEMS COMMAND	#	17995	15395	745	1855	193	30	19	3	31	5	23	18	59	5
23 - NAVAL SUPPLY SYSTEMS COMMAND percent row	%	100	85.55	4.14	10.31	1.07	0.17	0.11	0.02	0.17	0.03	0.13	0.10	0.33	0.03
24 - NAVAL SEA SYSTEMS COMMAND	#	28657	25743	1290	1624	226	27	17	13	34	8	40	5	78	4
24 - NAVAL SEA SYSTEMS COMMAND percent row	%	100	89.83	4.50	5.67	0.79	0.09	0.06	0.05	0.12	0.03	0.14	0.02	0.27	0.01
25 - NAVAL FACILITIES ENGINEERING COMMAND	#	15026	13326	535	1165	100	18	6	1	11	1	16	9	37	1
25 - NAVAL FACILITIES ENGINEERING COMMAND percent row	%	100	88.69	3.56	7.75	0.67	0.12	0.04	0.01	0.07	0.01	0.11	0.06	0.25	0.01
27 - U.S. MARINE CORPS	#	29144	24939	1620	2585	176	7	6	8	19	3	25	11	93	4
27 - U.S. MARINE CORPS percent row	%	100	85.57	5.56	8.87	0.60	0.02	0.02	0.03	0.07	0.01	0.09	0.04	0.32	0.01
30 - STRATEGIC SYSTEMS PROGRAM OFFICE	#	1193	970	86	137	4	0	0	0	2	0	1	0	1	0
30 - STRATEGIC SYSTEMS PROGRAM OFFICE percent row	%	100	81.31	7.21	11.48	0.34	0.00	0.00	0.00	0.17	0.00	0.08	0.00	0.08	0.00
33 - MILITARY SEALIFT COMMAND	#	6890	6383	195	312	16	2	3	1	1	0	1	0	8	0
33 - MILITARY SEALIFT COMMAND percent row	%	100	92.64	2.83	4.53	0.23	0.03	0.04	0.01	0.01	0.00	0.01	0.00	0.12	0.00
39 - SPACE AND NAVAL WARFARE SYSTEMS COMMAND	#	9668	7913	333	1422	93	5	2	2	14	6	19	1	44	0

DOD Department of the Navy

For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: 05/02/2018 12:02 PM

Subordinate Component		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
39 - SPACE AND NAVAL WARFARE SYSTEMS COMMAND	%	100	81.85	3.44	14.71	0.96	0.05	0.02	0.02	0.14	0.06	0.20	0.01	0.46	0.00
percent row															
52 - COMMANDER, NAVY INSTALLATIONS	#	10837	9286	685	866	54	7	1	1	11	1	10	0	21	2
52 - COMMANDER, NAVY INSTALLATIONS percent row	%	100	85.69	6.32	7.99	0.50	0.06	0.01	0.01	0.10	0.01	0.09	0.00	0.19	0.02

Table B3: Occupational Categories - Distribution by Disability

Occupational Categories		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Executive/Senior Level Officials and Managers (Grades 15 and Above)	#	7179	6337	264	578	24	1	3	0	5	1	9	0	4	1
Executive/Senior Level Officials and Managers (Grades 15 and Above) percent row	%	100	88.27	3.68	8.05	0.33	0.01	0.04	0.00	0.07	0.01	0.13	0.00	0.06	0.01
Mid-level (Grades 13-14)	#	13261	11586	497	1178	50	1	3	2	11	1	16	1	15	0
Mid-level (Grades 13-14) percent row	%	100	87.37	3.75	8.88	0.38	0.01	0.02	0.02	0.08	0.01	0.12	0.01	0.11	0.00
First-Level (Grades 12 and Below)	#	6241	5302	276	663	24	0	3	0	3	1	3	0	13	1
First-Level (Grades 12 and Below) percent row	%	100	84.95	4.42	10.62	0.38	0.00	0.05	0.00	0.05	0.02	0.05	0.00	0.21	0.02
Other	#	48095	39828	2686	5581	427	32	25	25	68	13	74	7	174	9
Other percent row	%	100	82.81	5.58	11.60	0.89	0.07	0.05	0.05	0.14	0.03	0.15	0.01	0.36	0.02
Officials and Managers - TOTAL	#	74776	63053	3723	8000	525	34	34	27	87	16	102	8	206	11
Officials and Managers - TOTAL percent row	%	100	84.32	4.98	10.70	0.70	0.05	0.05	0.04	0.12	0.02	0.14	0.01	0.28	0.01
Professionals	#	57522	51538	1811	4173	330	33	20	12	45	14	62	0	138	6
Professionals percent row	%	100	89.60	3.15	7.25	0.57	0.06	0.03	0.02	0.08	0.02	0.11	0.00	0.24	0.01
Technicians	#	14747	12616	697	1434	89	11	5	8	15	2	9	3	36	0
Technicians percent row	%	100	85.55	4.73	9.72	0.60	0.07	0.03	0.05	0.10	0.01	0.06	0.02	0.24	0.00
Sales Workers	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0
Sales Workers percent row	%	100	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Support Workers	#	13224	10382	937	1905	246	39	8	5	33	8	29	21	97	6
Administrative Support Workers percent row	%	100	78.51	7.09	14.41	1.86	0.29	0.06	0.04	0.25	0.06	0.22	0.16	0.73	0.05
Craft Workers	#	28184	25730	924	1530	116	32	8	1	6	0	19	9	38	3
Craft Workers percent row	%	100	91.29	3.28	5.43	0.41	0.11	0.03	0.00	0.02	0.00	0.07	0.03	0.13	0.01
Operatives	#	5323	4749	214	360	35	8	1	2	1	0	2	9	11	1
Operatives percent row	%	100	89.22	4.02	6.76	0.66	0.15	0.02	0.04	0.02	0.00	0.04	0.17	0.21	0.02
Laborers and Helpers	#	578	502	29	47	9	2	1	0	0	0	1	5	0	0
Laborers and Helpers percent row	%	100	86.85	5.02	8.13	1.56	0.35	0.17	0.00	0.00	0.00	0.17	0.87	0.00	0.00
Service Workers	#	9139	8202	509	428	30	4	1	0	3	0	4	5	13	0
Service Workers percent row	%	100	89.75	5.57	4.68	0.33	0.04	0.01	0.00	0.03	0.00	0.04	0.05	0.14	0.00

Table B3: Occupational Categories - Distribution by Disability: Calculated within Group

Occupational Categories		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Executive/Senior Level Officials and Managers (Grades 15 and Above)	#	7179	6337	264	578	24	1	3	0	5	1	9	0	4	1
Executive/Senior Level Officials and Managers (Grades 15 and Above) percent row	%	3.53	3.58	2.98	3.23	1.74	0.61	3.85	0.00	2.63	2.50	3.93	0.00	0.74	3.70
Mid-level (Grades 13-14)	#	13261	11586	497	1178	50	1	3	2	11	1	16	1	15	0
Mid-level (Grades 13-14) percent row	%	6.52	6.55	5.62	6.59	3.62	0.61	3.85	3.64	5.79	2.50	6.99	1.67	2.78	0.00
First-Level (Grades 12 and Below)	#	6241	5302	276	663	24	0	3	0	3	1	3	0	13	1
First-Level (Grades 12 and Below) percent row	%	3.07	3.00	3.12	3.71	1.74	0.00	3.85	0.00	1.58	2.50	1.31	0.00	2.41	3.70
Other	#	48095	39828	2686	5581	427	32	25	25	68	13	74	7	174	9
Other percent row	%	23.63	22.53	30.36	31.21	30.92	19.63	32.05	45.45	35.79	32.50	32.31	11.67	32.28	33.33
Officials and Managers - TOTAL	#	74776	63053	3723	8000	525	34	34	27	87	16	102	8	206	11
Officials and Managers - TOTAL percent row	%	36.74	35.67	42.09	44.74	38.02	20.86	43.59	49.09	45.79	40.00	44.54	13.33	38.22	40.74
Professionals	#	57522	51538	1811	4173	330	33	20	12	45	14	62	0	138	6
Professionals percent row	%	28.26	29.15	20.47	23.34	23.90	20.25	25.64	21.82	23.68	35.00	27.07	0.00	25.60	22.22
Technicians	#	14747	12616	697	1434	89	11	5	8	15	2	9	3	36	0
Technicians percent row	%	7.25	7.14	7.88	8.02	6.44	6.75	6.41	14.55	7.89	5.00	3.93	5.00	6.68	0.00
Sales Workers	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0
Sales Workers percent row	%	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Support Workers	#	13224	10382	937	1905	246	39	8	5	33	8	29	21	97	6
Administrative Support Workers percent row	%	6.50	5.87	10.59	10.65	17.81	23.93	10.26	9.09	17.37	20.00	12.66	35.00	18.00	22.22
Craft Workers	#	28184	25730	924	1530	116	32	8	1	6	0	19	9	38	3
Craft Workers percent row	%	13.85	14.55	10.45	8.56	8.40	19.63	10.26	1.82	3.16	0.00	8.30	15.00	7.05	11.11
Operatives	#	5323	4749	214	360	35	8	1	2	1	0	2	9	11	1
Operatives percent row	%	2.62	2.69	2.42	2.01	2.53	4.91	1.28	3.64	0.53	0.00	0.87	15.00	2.04	3.70
Laborers and Helpers	#	578	502	29	47	9	2	1	0	0	0	1	5	0	0
Laborers and Helpers percent row	%	0.28	0.28	0.33	0.26	0.65	1.23	1.28	0.00	0.00	0.00	0.44	8.33	0.00	0.00
Service Workers	#	9139	8202	509	428	30	4	1	0	3	0	4	5	13	0
Service Workers percent row	%	4.49	4.64	5.75	2.39	2.17	2.45	1.28	0.00	1.58	0.00	1.75	8.33	2.41	0.00
Total Workforce	#	203516	176790	8846	17880	1381	163	78	55	190	40	229	60	539	27
Total Workforce percent row	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

NOTE: Percentages computed down columns and NOT across rows.

Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Permanent)

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	55	51	2	2	1	0	0	0	0	0	0	1	0	0
GS-01 percent row	%	100	92.73	3.64	3.64	1.82	0.00	0.00	0.00	0.00	0.00	0.00	1.82	0.00	0.00
GS-02	#	191	181	3	7	2	0	0	0	0	1	0	0	1	0
GS-02 percent row	%	100	94.76	1.57	3.66	1.05	0.00	0.00	0.00	0.00	0.52	0.00	0.00	0.52	0.00
GS-03	#	454	407	16	31	13	2	1	0	0	3	1	5	1	0
GS-03 percent row	%	100	89.65	3.52	6.83	2.86	0.44	0.22	0.00	0.00	0.66	0.22	1.10	0.22	0.00
GS-04	#	2211	1883	119	209	40	9	0	0	5	2	5	3	16	0
GS-04 percent row	%	100	85.17	5.38	9.45	1.81	0.41	0.00	0.00	0.23	0.09	0.23	0.14	0.72	0.00
GS-05	#	5001	3997	381	623	83	11	2	2	13	1	11	6	35	2
GS-05 percent row	%	100	79.92	7.62	12.46	1.66	0.22	0.04	0.04	0.26	0.02	0.22	0.12	0.70	0.04
GS-06	#	4835	3888	357	590	63	11	6	1	9	2	6	1	26	1
GS-06 percent row	%	100	80.41	7.38	12.20	1.30	0.23	0.12	0.02	0.19	0.04	0.12	0.02	0.54	0.02
GS-07	#	13227	11514	686	1027	92	8	5	2	13	1	10	2	48	3
GS-07 percent row	%	100	87.05	5.19	7.76	0.70	0.06	0.04	0.02	0.10	0.01	0.08	0.02	0.36	0.02
GS-08	#	2653	2304	120	229	15	4	0	0	0	0	3	1	7	0
GS-08 percent row	%	100	86.85	4.52	8.63	0.57	0.15	0.00	0.00	0.00	0.00	0.11	0.04	0.26	0.00
GS-09	#	13717	11624	750	1343	116	15	3	2	12	2	21	3	57	1
GS-09 percent row	%	100	84.74	5.47	9.79	0.85	0.11	0.02	0.01	0.09	0.01	0.15	0.02	0.42	0.01
GS-10	#	1589	1377	75	137	12	2	1	0	3	0	1	0	5	0
GS-10 percent row	%	100	86.66	4.72	8.62	0.76	0.13	0.06	0.00	0.19	0.00	0.06	0.00	0.31	0.00
GS-11	#	20735	17581	1086	2068	167	19	8	8	25	6	18	3	76	4
GS-11 percent row	%	100	84.79	5.24	9.97	0.81	0.09	0.04	0.04	0.12	0.03	0.09	0.01	0.37	0.02
GS-12	#	35746	30503	1534	3709	262	19	18	18	50	8	43	3	94	9
GS-12 percent row	%	100	85.33	4.29	10.38	0.73	0.05	0.05	0.05	0.14	0.02	0.12	0.01	0.26	0.03
GS-13	#	45147	39564	1619	3964	244	16	17	14	34	11	52	2	96	2
GS-13 percent row	%	100	87.63	3.59	8.78	0.54	0.04	0.04	0.03	0.08	0.02	0.12	0.00	0.21	0.00
GS-14	#	7868	6890	305	673	28	1	3	1	6	0	8	0	9	0
GS-14 percent row	%	100	87.57	3.88	8.55	0.36	0.01	0.04	0.01	0.08	0.00	0.10	0.00	0.11	0.00
GS-15	#	13156	11566	521	1069	57	1	5	2	10	3	22	0	13	1
GS-15 percent row	%	100	87.91	3.96	8.13	0.43	0.01	0.04	0.02	0.08	0.02	0.17	0.00	0.10	0.01
All Other (Unspecified GS)	#	12	9	1	2	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	100	75.00	8.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	190	166	8	16	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	87.37	4.21	8.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	166787	143505	7583	15699	1195	118	69	50	180	40	201	30	484	23

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Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL percent row	%	100	86.04	4.55	9.41	0.72	0.07	0.04	0.03	0.11	0.02	0.12	0.02	0.29	0.01

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Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Temporary)

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	193	193	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	47	43	2	2	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	100	91.49	4.26	4.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	129	125	1	3	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	100	96.90	0.78	2.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	178	144	18	16	5	0	0	0	0	0	0	3	2	0
GS-04 percent row	%	100	80.90	10.11	8.99	2.81	0.00	0.00	0.00	0.00	0.00	0.00	1.69	1.12	0.00
GS-05	#	193	152	19	22	6	1	0	0	0	0	2	0	3	0
GS-05 percent row	%	100	78.76	9.84	11.40	3.11	0.52	0.00	0.00	0.00	0.00	1.04	0.00	1.55	0.00
GS-06	#	102	87	7	8	0	0	0	0	0	0	0	0	0	0
GS-06 percent row	%	100	85.29	6.86	7.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	199	168	19	12	1	0	0	1	0	0	0	0	0	0
GS-07 percent row	%	100	84.42	9.55	6.03	0.50	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00
GS-08	#	28	25	3	0	0	0	0	0	0	0	0	0	0	0
GS-08 percent row	%	100	89.29	10.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	304	260	27	17	0	0	0	0	0	0	0	0	0	0
GS-09 percent row	%	100	85.53	8.88	5.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10	#	7	6	1	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	100	85.71	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	206	161	26	19	1	0	0	0	0	1	0	0	0	0
GS-11 percent row	%	100	78.16	12.62	9.22	0.49	0.00	0.00	0.00	0.00	0.49	0.00	0.00	0.00	0.00
GS-12	#	236	191	28	17	2	0	0	0	1	0	1	0	0	0
GS-12 percent row	%	100	80.93	11.86	7.20	0.85	0.00	0.00	0.00	0.42	0.00	0.42	0.00	0.00	0.00
GS-13	#	492	426	36	30	4	0	0	0	0	0	1	0	3	0
GS-13 percent row	%	100	86.59	7.32	6.10	0.81	0.00	0.00	0.00	0.00	0.00	0.20	0.00	0.61	0.00
GS-14	#	319	266	13	40	0	0	0	0	0	0	0	0	0	0
GS-14 percent row	%	100	83.39	4.08	12.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	281	253	12	16	0	0	0	0	0	0	0	0	0	0
GS-15 percent row	%	100	90.04	4.27	5.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	333	298	10	25	1	0	0	0	0	0	0	0	1	0
Senior Executive Service percent row	%	100	89.49	3.00	7.51	0.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.30	0.00
Other Senior Pay (Non-SES)	#	74	61	13	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	82.43	17.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	3321	2859	235	227	20	1	0	1	1	1	4	3	9	0

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Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL percent row	%	100	86.09	7.08	6.84	0.60	0.03	0.00	0.03	0.03	0.03	0.12	0.09	0.27	0.00

Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Permanent): Calculated within Group

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	55	51	2	2	1	0	0	0	0	0	0	1	0	0
GS-01 percent row	%	0.03	0.04	0.03	0.01	0.08	0.00	0.00	0.00	0.00	0.00	0.00	3.33	0.00	0.00
GS-02	#	191	181	3	7	2	0	0	0	0	1	0	0	1	0
GS-02 percent row	%	0.11	0.13	0.04	0.04	0.17	0.00	0.00	0.00	0.00	2.50	0.00	0.00	0.21	0.00
GS-03	#	454	407	16	31	13	2	1	0	0	3	1	5	1	0
GS-03 percent row	%	0.27	0.28	0.21	0.20	1.09	1.69	1.45	0.00	0.00	7.50	0.50	16.67	0.21	0.00
GS-04	#	2211	1883	119	209	40	9	0	0	5	2	5	3	16	0
GS-04 percent row	%	1.33	1.31	1.57	1.33	3.35	7.63	0.00	0.00	2.78	5.00	2.49	10.00	3.31	0.00
GS-05	#	5001	3997	381	623	83	11	2	2	13	1	11	6	35	2
GS-05 percent row	%	3.00	2.79	5.02	3.97	6.95	9.32	2.90	4.00	7.22	2.50	5.47	20.00	7.23	8.70
GS-06	#	4835	3888	357	590	63	11	6	1	9	2	6	1	26	1
GS-06 percent row	%	2.90	2.71	4.71	3.76	5.27	9.32	8.70	2.00	5.00	5.00	2.99	3.33	5.37	4.35
GS-07	#	13227	11514	686	1027	92	8	5	2	13	1	10	2	48	3
GS-07 percent row	%	7.93	8.02	9.05	6.54	7.70	6.78	7.25	4.00	7.22	2.50	4.98	6.67	9.92	13.04
GS-08	#	2653	2304	120	229	15	4	0	0	0	0	3	1	7	0
GS-08 percent row	%	1.59	1.61	1.58	1.46	1.26	3.39	0.00	0.00	0.00	0.00	1.49	3.33	1.45	0.00
GS-09	#	13717	11624	750	1343	116	15	3	2	12	2	21	3	57	1
GS-09 percent row	%	8.22	8.10	9.89	8.55	9.71	12.71	4.35	4.00	6.67	5.00	10.45	10.00	11.78	4.35
GS-10	#	1589	1377	75	137	12	2	1	0	3	0	1	0	5	0
GS-10 percent row	%	0.95	0.96	0.99	0.87	1.00	1.69	1.45	0.00	1.67	0.00	0.50	0.00	1.03	0.00
GS-11	#	20735	17581	1086	2068	167	19	8	8	25	6	18	3	76	4
GS-11 percent row	%	12.43	12.25	14.32	13.17	13.97	16.10	11.59	16.00	13.89	15.00	8.96	10.00	15.70	17.39
GS-12	#	35746	30503	1534	3709	262	19	18	18	50	8	43	3	94	9
GS-12 percent row	%	21.43	21.26	20.23	23.63	21.92	16.10	26.09	36.00	27.78	20.00	21.39	10.00	19.42	39.13
GS-13	#	45147	39564	1619	3964	244	16	17	14	34	11	52	2	96	2
GS-13 percent row	%	27.07	27.57	21.35	25.25	20.42	13.56	24.64	28.00	18.89	27.50	25.87	6.67	19.83	8.70
GS-14	#	7868	6890	305	673	28	1	3	1	6	0	8	0	9	0
GS-14 percent row	%	4.72	4.80	4.02	4.29	2.34	0.85	4.35	2.00	3.33	0.00	3.98	0.00	1.86	0.00
GS-15	#	13156	11566	521	1069	57	1	5	2	10	3	22	0	13	1
GS-15 percent row	%	7.89	8.06	6.87	6.81	4.77	0.85	7.25	4.00	5.56	7.50	10.95	0.00	2.69	4.35
All Other (Unspecified GS)	#	12	9	1	2	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	0.01	0.01	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	190	166	8	16	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.11	0.12	0.11	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	166787	143505	7583	15699	1195	118	69	50	180	40	201	30	484	23

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NOTE: Percentages computed down columns and NOT across rows.

Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Temporary): Calculated within Group

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	193	193	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	5.81	6.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	47	43	2	2	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	1.42	1.50	0.85	0.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	129	125	1	3	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	3.88	4.37	0.43	1.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	178	144	18	16	5	0	0	0	0	0	0	3	2	0
GS-04 percent row	%	5.36	5.04	7.66	7.05	25.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	22.22	0.00
GS-05	#	193	152	19	22	6	1	0	0	0	0	2	0	3	0
GS-05 percent row	%	5.81	5.32	8.09	9.69	30.00	100.00	0.00	0.00	0.00	0.00	50.00	0.00	33.33	0.00
GS-06	#	102	87	7	8	0	0	0	0	0	0	0	0	0	0
GS-06 percent row	%	3.07	3.04	2.98	3.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	199	168	19	12	1	0	0	1	0	0	0	0	0	0
GS-07 percent row	%	5.99	5.88	8.09	5.29	5.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08	#	28	25	3	0	0	0	0	0	0	0	0	0	0	0
GS-08 percent row	%	0.84	0.87	1.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	304	260	27	17	0	0	0	0	0	0	0	0	0	0
GS-09 percent row	%	9.15	9.09	11.49	7.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10	#	7	6	1	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	0.21	0.21	0.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	206	161	26	19	1	0	0	0	0	1	0	0	0	0
GS-11 percent row	%	6.20	5.63	11.06	8.37	5.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
GS-12	#	236	191	28	17	2	0	0	0	1	0	1	0	0	0
GS-12 percent row	%	7.11	6.68	11.91	7.49	10.00	0.00	0.00	0.00	100.00	0.00	25.00	0.00	0.00	0.00
GS-13	#	492	426	36	30	4	0	0	0	0	0	1	0	3	0
GS-13 percent row	%	14.81	14.90	15.32	13.22	20.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00	33.33	0.00
GS-14	#	319	266	13	40	0	0	0	0	0	0	0	0	0	0
GS-14 percent row	%	9.61	9.30	5.53	17.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	281	253	12	16	0	0	0	0	0	0	0	0	0	0
GS-15 percent row	%	8.46	8.85	5.11	7.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	333	298	10	25	1	0	0	0	0	0	0	0	1	0
Senior Executive Service percent row	%	10.03	10.42	4.26	11.01	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.11	0.00
Other Senior Pay (Non-SES)	#	74	61	13	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	2.23	2.13	5.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	3321	2859	235	227	20	1	0	1	1	1	4	3	9	0

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NOTE: Percentages computed down columns and NOT across rows.

Table B5: PARTICIPATION RATES FOR WAGE GRADES by Disability (Permanent)

WD/WG,WL/WS & Other Wage Grades		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Grade-01	#	325	305	9	11	3	0	0	0	0	0	0	2	1	0
Grade-01 percent row	%	100	93.85	2.77	3.38	0.92	0.00	0.00	0.00	0.00	0.00	0.00	0.62	0.31	0.00
Grade-02	#	309	251	13	45	13	1	1	0	0	0	1	8	2	0
Grade-02 percent row	%	100	81.23	4.21	14.56	4.21	0.32	0.32	0.00	0.00	0.00	0.32	2.59	0.65	0.00
Grade-03	#	415	380	17	18	2	0	0	0	0	0	0	1	1	0
Grade-03 percent row	%	100	91.57	4.10	4.34	0.48	0.00	0.00	0.00	0.00	0.00	0.00	0.24	0.24	0.00
Grade-04	#	176	148	10	18	4	2	0	0	0	0	2	0	0	0
Grade-04 percent row	%	100	84.09	5.68	10.23	2.27	1.14	0.00	0.00	0.00	0.00	1.14	0.00	0.00	0.00
Grade-05	#	3163	2838	141	184	30	7	0	0	0	0	2	10	11	0
Grade-05 percent row	%	100	89.72	4.46	5.82	0.95	0.22	0.00	0.00	0.00	0.00	0.06	0.32	0.35	0.00
Grade-06	#	1463	1247	67	149	15	5	0	1	0	0	5	2	2	0
Grade-06 percent row	%	100	85.24	4.58	10.18	1.03	0.34	0.00	0.07	0.00	0.00	0.34	0.14	0.14	0.00
Grade-07	#	1301	1163	50	88	16	4	0	1	1	0	3	1	6	0
Grade-07 percent row	%	100	89.39	3.84	6.76	1.23	0.31	0.00	0.08	0.08	0.00	0.23	0.08	0.46	0.00
Grade-08	#	4406	3855	266	285	24	7	0	1	1	0	1	3	10	1
Grade-08 percent row	%	100	87.49	6.04	6.47	0.54	0.16	0.00	0.02	0.02	0.00	0.02	0.07	0.23	0.02
Grade-09	#	2587	2337	76	174	15	5	1	0	1	0	3	1	3	1
Grade-09 percent row	%	100	90.34	2.94	6.73	0.58	0.19	0.04	0.00	0.04	0.00	0.12	0.04	0.12	0.04
Grade-10	#	14442	13172	418	852	46	8	6	2	5	0	7	2	14	2
Grade-10 percent row	%	100	91.21	2.89	5.90	0.32	0.06	0.04	0.01	0.03	0.00	0.05	0.01	0.10	0.01
Grade-11	#	2752	2476	90	186	9	3	0	0	2	0	1	0	3	0
Grade-11 percent row	%	100	89.97	3.27	6.76	0.33	0.11	0.00	0.00	0.07	0.00	0.04	0.00	0.11	0.00
Grade-12	#	543	471	21	51	4	2	1	0	0	0	1	0	0	0
Grade-12 percent row	%	100	86.74	3.87	9.39	0.74	0.37	0.18	0.00	0.00	0.00	0.18	0.00	0.00	0.00
Grade-13	#	551	505	10	36	1	1	0	0	0	0	0	0	0	0
Grade-13 percent row	%	100	91.65	1.81	6.53	0.18	0.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	1081	1010	26	45	0	0	0	0	0	0	0	0	0	0
Grade-14 percent row	%	100	93.43	2.41	4.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	88	82	1	5	0	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	100	93.18	1.14	5.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	3127	3045	48	34	4	0	0	0	0	0	2	0	2	0
All Other (Unspecified GS) percent row	%	100	97.38	1.54	1.09	0.13	0.00	0.00	0.00	0.00	0.00	0.06	0.00	0.06	0.00
Senior Executive Service	#	36729	33285	1263	2181	186	45	9	5	10	0	28	30	55	4
Senior Executive Service percent row	%	100	90.62	3.44	5.94	0.51	0.12	0.02	0.01	0.03	0.00	0.08	0.08	0.15	0.01

Table B5: PARTICIPATION RATES FOR WAGE GRADES by Disability (Temporary)

WD/WG,WL/WS & Other Wage Grades		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Other Senior Pay (Non-SES)	#	51	49	1	1	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	96.08	1.96	1.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	17	14	1	2	1	0	0	0	0	0	0	1	0	0
TOTAL percent row	%	100	82.35	5.88	11.76	5.88	0.00	0.00	0.00	0.00	0.00	0.00	5.88	0.00	0.00
Grade-03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-03 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	10	8	2	0	0	0	0	0	0	0	0	0	0	0
Grade-04 percent row	%	100	80.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	33	25	8	0	0	0	0	0	0	0	0	0	0	0
Grade-05 percent row	%	100	75.76	24.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	15	13	2	0	0	0	0	0	0	0	0	0	0	0
Grade-06 percent row	%	100	86.67	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	20	17	3	0	0	0	0	0	0	0	0	0	0	0
Grade-07 percent row	%	100	85.00	15.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	35	23	11	1	0	0	0	0	0	0	0	0	0	0
Grade-08 percent row	%	100	65.71	31.43	2.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	44	42	2	0	0	0	0	0	0	0	0	0	0	0
Grade-09 percent row	%	100	95.45	4.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	70	59	7	4	0	0	0	0	0	0	0	0	0	0
Grade-10 percent row	%	100	84.29	10.00	5.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	10	9	1	0	0	0	0	0	0	0	0	0	0	0
Grade-11 percent row	%	100	90.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-12 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-13 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Grade-14 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	311	265	38	8	1	0	0	0	0	0	0	1	0	0
TOTAL percent row	%	100	85.21	12.22	2.57	0.32	0.00	0.00	0.00	0.00	0.00	0.00	0.32	0.00	0.00

Table B5: PARTICIPATION RATES FOR WAGE GRADES by Disability (Permanent): Calculated within Group

WD/WG, WL/WS & Other Wage Grades		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Grade-01	#	325	305	9	11	3	0	0	0	0	0	0	2	1	0
Grade-01 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	309	251	13	45	13	1	1	0	0	0	1	8	2	0
Grade-02 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	415	380	17	18	2	0	0	0	0	0	0	1	1	0
Grade-03 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	176	148	10	18	4	2	0	0	0	0	2	0	0	0
Grade-04 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	3163	2838	141	184	30	7	0	0	0	0	2	10	11	0
Grade-05 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	1463	1247	67	149	15	5	0	1	0	0	5	2	2	0
Grade-06 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	1301	1163	50	88	16	4	0	1	1	0	3	1	6	0
Grade-07 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	4406	3855	266	285	24	7	0	1	1	0	1	3	10	1
Grade-08 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	2587	2337	76	174	15	5	1	0	1	0	3	1	3	1
Grade-09 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	14442	13172	418	852	46	8	6	2	5	0	7	2	14	2
Grade-10 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	2752	2476	90	186	9	3	0	0	2	0	1	0	3	0
Grade-11 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	543	471	21	51	4	2	1	0	0	0	1	0	0	0
Grade-12 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	551	505	10	36	1	1	0	0	0	0	0	0	0	0
Grade-13 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	1081	1010	26	45	0	0	0	0	0	0	0	0	0	0
Grade-14 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	88	82	1	5	0	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	3127	3045	48	34	4	0	0	0	0	0	2	0	2	0
All Other (Unspecified GS) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	36729	33285	1263	2181	186	45	9	5	10	0	28	30	55	4
Senior Executive Service percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages computed down columns and NOT across rows.

Table B5: PARTICIPATION RATES FOR WAGE GRADES by Disability (Temporary): Calculated within Group

WD/WG, WL/WS & Other Wage Grades		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Other Senior Pay (Non-SES)	#	51	49	1	1	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	15.55	17.56	2.56	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	17	14	1	2	1	0	0	0	0	0	0	1	0	0
TOTAL percent row	%	5.18	5.02	2.56	20.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00
Grade-03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-03 percent row	%	0.30	0.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	10	8	2	0	0	0	0	0	0	0	0	0	0	0
Grade-04 percent row	%	3.05	2.87	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	33	25	8	0	0	0	0	0	0	0	0	0	0	0
Grade-05 percent row	%	10.06	8.96	20.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	15	13	2	0	0	0	0	0	0	0	0	0	0	0
Grade-06 percent row	%	4.57	4.66	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	20	17	3	0	0	0	0	0	0	0	0	0	0	0
Grade-07 percent row	%	6.10	6.09	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	35	23	11	1	0	0	0	0	0	0	0	0	0	0
Grade-08 percent row	%	10.67	8.24	28.21	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	44	42	2	0	0	0	0	0	0	0	0	0	0	0
Grade-09 percent row	%	13.41	15.05	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	70	59	7	4	0	0	0	0	0	0	0	0	0	0
Grade-10 percent row	%	21.34	21.15	17.95	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	10	9	1	0	0	0	0	0	0	0	0	0	0	0
Grade-11 percent row	%	3.05	3.23	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-12 percent row	%	0.30	0.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-13 percent row	%	0.30	0.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Grade-14 percent row	%	0.91	1.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	311	265	38	8	1	0	0	0	0	0	0	1	0	0
TOTAL percent row	%	94.82	94.98	97.44	80.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00

NOTE: Percentages computed down columns and NOT across rows.

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)

Job Title-Series		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
0343: MANAGEMENT PROGRAM ANALYSIS	#	10438	8503	620	1315	85	2	6	5	18	2	18	1	33	0
0343: MANAGEMENT PROGRAM ANALYSIS percent row	%	100	81.46	5.94	12.60	0.81	0.02	0.06	0.05	0.17	0.02	0.17	0.01	0.32	0.00
2210: INFORMATION TECHNOLOGY MANAGEMENT	#	10422	8484	571	1367	86	9	6	2	16	4	16	1	29	3
2210: INFORMATION TECHNOLOGY MANAGEMENT percent row	%	100	81.40	5.48	13.12	0.83	0.09	0.06	0.02	0.15	0.04	0.15	0.01	0.28	0.03
0855: ELECTRONICS ENGINEERING	#	7921	7373	141	407	39	0	3	1	8	2	11	0	14	0
0855: ELECTRONICS ENGINEERING percent row	%	100	93.08	1.78	5.14	0.49	0.00	0.04	0.01	0.10	0.03	0.14	0.00	0.18	0.00
0830: MECHANICAL ENGINEERING	#	7352	6875	154	323	26	5	1	0	2	2	4	0	12	0
0830: MECHANICAL ENGINEERING percent row	%	100	93.51	2.09	4.39	0.35	0.07	0.01	0.00	0.03	0.03	0.05	0.00	0.16	0.00
0802: ENGINEERING TECHNICIAN	#	6615	5681	291	643	40	7	3	2	8	1	3	1	15	0
0802: ENGINEERING TECHNICIAN percent row	%	100	85.88	4.40	9.72	0.60	0.11	0.05	0.03	0.12	0.02	0.05	0.02	0.23	0.00
0346: LOGISTICS MANAGEMENT	#	5948	4714	414	820	57	6	5	4	8	2	10	1	20	1
0346: LOGISTICS MANAGEMENT percent row	%	100	79.25	6.96	13.79	0.96	0.10	0.08	0.07	0.13	0.03	0.17	0.02	0.34	0.02
0501: FINANCIAL ADMINISTRATION AND PROGRAM	#	5482	4736	231	515	64	8	2	5	11	3	13	0	20	2
0501: FINANCIAL ADMINISTRATION AND PROGRAM percent row	%	100	86.39	4.21	9.39	1.17	0.15	0.04	0.09	0.20	0.05	0.24	0.00	0.36	0.04
0801: GENERAL ENGINEERING	#	5468	5012	165	291	20	1	1	2	4	0	7	0	4	1
0801: GENERAL ENGINEERING percent row	%	100	91.66	3.02	5.32	0.37	0.02	0.02	0.04	0.07	0.00	0.13	0.00	0.07	0.02
1102: CONTRACTING	#	5083	4478	185	420	41	4	2	0	4	4	6	1	19	1
1102: CONTRACTING percent row	%	100	88.10	3.64	8.26	0.81	0.08	0.04	0.00	0.08	0.08	0.12	0.02	0.37	0.02
0301: MISCELLANEOUS ADMINISTRATION & PROGRAM	#	4689	3723	316	650	45	2	3	3	8	1	10	1	15	2
0301: MISCELLANEOUS ADMINISTRATION & PROGRAM percent row	%	100	79.40	6.74	13.86	0.96	0.04	0.06	0.06	0.17	0.02	0.21	0.02	0.32	0.04

[illegible]

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)

[illegible]

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Distribution by Disability (Temporary)

[illegible]

Table B8: NEW HIRES By Type of Appointment - Distribution by Disability

Type of Appointment		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Permanent New Hires	#	9994	8426	1094	474	40	2	1	1	1	1	7	1	26	0
Permanent New Hires percent row	%	100	84.31	10.95	4.74	0.40	0.02	0.01	0.01	0.01	0.01	0.07	0.01	0.26	0.00
Temporary New Hires	#	1345	1149	140	56	11	1	0	0	0	0	1	4	5	0
Temporary New Hires percent row	%	100	85.43	10.41	4.16	0.82	0.07	0.00	0.00	0.00	0.00	0.07	0.30	0.37	0.00
NON-Appropriated	#	17474	15676	551	1247	112	3	4	1	2	2	34	0	65	1
NON-Appropriated percent row	%	100	89.71	3.15	7.14	0.64	0.02	0.02	0.01	0.01	0.01	0.19	0.00	0.37	0.01
TOTAL	#	28813	25251	1785	1777	163	6	5	2	3	3	42	5	96	1
TOTAL percent row	%	100	87.64	6.20	6.17	0.57	0.02	0.02	0.01	0.01	0.01	0.15	0.02	0.33	0.00

Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability

Non-Competitive Promotions		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Employees Eligible for Career Ladder Promotions	#	18860	16740	991	1129	154	11	5	4	16	1	22	3	90	2
Total Employees Eligible for Career Ladder Promotions percent row	%	100	88.76	5.25	5.99	0.82	0.06	0.03	0.02	0.08	0.01	0.12	0.02	0.48	0.01
Time in grade in excess of minimum: 1 - 12 months	#	1485	1322	59	104	16	1	0	0	1	1	1	1	11	0
Time in grade in excess of minimum: 1 - 12 months percent row	%	100	89.02	3.97	7.00	1.08	0.07	0.00	0.00	0.07	0.07	0.07	0.07	0.74	0.00
Time in grade in excess of minimum: 13 - 24 months	#	506	433	20	53	11	0	1	1	3	0	0	0	6	0
Time in grade in excess of minimum: 13 - 24 months percent row	%	100	85.57	3.95	10.47	2.17	0.00	0.20	0.20	0.59	0.00	0.00	0.00	1.19	0.00
Time in grade in excess of minimum: 25 + months	#	1118	961	37	120	17	3	1	0	3	0	4	1	5	0
Time in grade in excess of minimum: 25 + months percent row	%	100	85.96	3.31	10.73	1.52	0.27	0.09	0.00	0.27	0.00	0.36	0.09	0.45	0.00

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL (GS 13/14, GS 15, SES) POSITIONS by Disability

Internal Selections for Senior Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Plan - Grade: GS-13: Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-13: Total Applications Received percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: GS-13: Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-13: Qualified percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: GS-13: Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-13: Selected percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: GS-13: Relevant Applicant Pool	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-14: Relevant Applicant Pool	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-14: Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-14: Total Applications Received percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: GS-14: Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-14: Qualified percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: GS-14: Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-14: Selected percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: GS-15: Relevant Applicant Pool	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-15: Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-15: Total Applications Received percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: GS-15: Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-15: Qualified percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: GS-15: Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: GS-15: Selected percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Relevant Applicant Pool	%	100	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: SES: Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: SES: Total Applications Received percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: SES: Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: SES: Qualified percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Plan - Grade: SES: Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Plan - Grade: SES: Selected percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
"Relevant Applicant Pool" = all employees in the next lower pay grade and in all series that qualify them for the position announced.															

Table B12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Disability

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Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

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Table B14: SEPARATION by Type of Separation - Distribution by Disability

Types of Separations		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Voluntary Separations	#	20726	18415	692	1619	142	12	9	3	12	3	33	6	60	4
Voluntary Separations percent row	%	100	88.85	3.34	7.81	0.69	0.06	0.04	0.01	0.06	0.01	0.16	0.03	0.29	0.02
Involuntary Separations	#	3054	2663	141	250	24	1	2	0	1	2	5	2	11	0
Involuntary Separations percent row	%	100	87.20	4.62	8.19	0.79	0.03	0.07	0.00	0.03	0.07	0.16	0.07	0.36	0.00
Total Separations	#	23780	21078	833	1869	166	13	11	3	13	5	38	8	71	4
Total Separations percent row	%	100	88.64	3.50	7.86	0.70	0.05	0.05	0.01	0.05	0.02	0.16	0.03	0.30	0.02
Total Workforce	#	256421	224082	10704	21635	1658	180	105	62	208	44	293	81	656	29
Total Workforce percent row	%	100	87.39	4.17	8.44	0.65	0.07	0.04	0.02	0.08	0.02	0.11	0.03	0.26	0.01